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NOVEMBER 1961

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

NALGO SEEKS PAY REVIEWS

First steps in local government, electricity, and gas

CAREER GRADE AS BASIS FOR BETTER STRUCTURE

FIRST MOVES under NALGO's new salaries policy were made last month. In local government, electricity, and gas, they have already been notified to the employers.

Ministers' 'NO' to health pay demands

The Minister of Health and the Joint Under Secretary, Scottish Office, received a deputation from the staff side of the General Whitley Council for the health service on October 25.

The deputation, led by Ben Smith, NALGO's organising officer, gave detailed reasons why all health service staff organisations opposed the government's "pay pause" policy and the interference with arbitration.

It pointed out that health staffs had been the victims of "wage restraint," "wage freeze," and "pay pause" four times since the service began. As a result of Treasury policy, government action, and ministerial obstruction, health service salaries had been, and were still, sub-standard.

"Need is greater now"

The need for immediate pay increases in most branches of the service was greater today than in the past.

The attitude of management sides, inspired by the Treasury, made it essential for the staff to have unrestricted access to arbitration.

The deputation, therefore, insisted that there should be no limitation on the right to go to the Industrial Court for independent decisions on salary disputes.

Both ministers replied that they were carrying out government policy, which they supported.

The Minister of Health said that he appreciated what had been said about past negotiations. But the "pause" must apply in the health service as in all other public services.

When the local government National Joint Council met at Eastbourne on October 18, G. R. Ashton, leader of the staff side and NALGO's senior vice-president, told the employers that the staff side would soon be submitting detailed proposals for a major revision of the salaries structure.

The staff side was concerned, he said, at the gradual deterioration of the local government service in comparison with similar employment.

It wanted to secure for the local government officer recognition of the value of his services to the community, and to attract into the service recruits of the necessary calibre. To secure these aims, the staff side felt it necessary to formulate a basic grade of sufficient standard to offer worthwhile career prospects, and, on this basis, to build a comprehensive salary structure.

The employers noted the statement by the staff side, and said that they would await the detailed proposals.

ELECTRICITY

In electricity, a far-reaching revision of the salary agreement to bring it more into line with the needs of the industry was suggested by staff side representatives at the meeting of the National Joint Council on October 17.

Boards' members were told that the staff side was seeking a joint discussion of the whole of the salary structure, with a view to the introduction of a basic career grade providing attractive entry points and prospects.

GAS

In gas, details of proposals for a new salary structure have been prepared by a working party appointed by the staff side conditions of service committee of the National Joint Council.

The committee received the proposals on October 18, and decided to recommend their adoption by the staff side on October 30. If the staff side agreed, they were to have been submitted to the National Joint Council on October 31, just after this issue of *Public Service* went to press.

Subs up—but they're still a bargain!

ALL NALGO members with salaries of more than £550 a year are paying bigger subscriptions from the beginning of this month. The increases, agreed by Conference five months ago, mean that those earning between £501 and £1,000 a year will pay an extra 6d. a month; those earning between £1,001 and £1,500, an extra 1s. a month; and those earning more than £1,500, an extra 2s.

But those in the lowest salary ranges—up to £500 a year—are not asked to pay more.

The new subscription scale is:

Annual salary	Monthly subscription
Up to £300	2 0
£301-£500	3 0
£501-£750	4 6
£751-£1,000	5 0
£1,001-£1,500	6 0
Over £1,500	7 0

Conference unanimously approved these increases after the honorary treasurer, Bernard Jennings, had explained why they were needed—to pay for NALGO's ever-expanding services to members in salary negotiation, education, legal assistance, and the many other branches of its work.

Even at this higher rate, the

COST OF LIVING

The cost of living index on September 12 (taking January, 1956, as 100) stood at 115, compared with 116 on August 15. Calculated to one decimal, the September index was 115.5, compared with 115.7 in August. On the old basis (taking January, 1947, as 100), the figure remains at 177.

NALGO subscription is lower than that of most comparable unions, and gives first-rate value for money.

In relation to earnings, indeed, it has changed little since 1946.

Then, the man at the top of the local government general division earned £360 a year, and paid 26s. to NALGO—9d. in the pound of his salary. Today, the man at the same point earns £630, and pays £2 12s. to NALGO—almost exactly 1d. in the £1.

Then, the man at the top of the A.P.T. grades earned £760 a year, and paid £2 to NALGO—6d. in the pound. Today, the man at the same point (now APT III) earns £1,140, and pays £3 12s. to NALGO—0.7d. in the pound.

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Photo by Hull Daily Mail

'BAD DAY IF WE HAD TO STRIKE!'

WHEN Raymond Evans, NALGO's president, addressed the East Midland district committee last month, he said that he hoped the day would never dawn when officers in the public services would be forced to withdraw their labour.

"It would be a bad day for public service if we were forced into such a situation," he said.

The Conference decision to insert a strike clause in the Association's constitution, Mr. Evans continued, had created a certain amount of unrest and disquiet in the minds of some sections of the membership.

Ballot pledge

A withdrawal of labour would certainly place officers in some vital services—the health service, for example—in an embarrassing situation. But Mr. Evans thought that the handful of members who had resigned on these grounds had acted without careful consideration of what was involved.

"There would be no call for a withdrawal of labour until a ballot among members concerned had been held," he said.

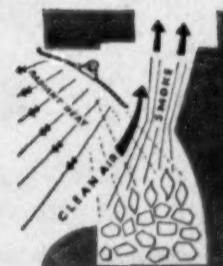
"It must be clear to everybody that, having regard to NALGO's long-standing policy of negotiation and arbitration to settle salary claims, a decision to withdraw labour would be taken only in circumstances of the utmost gravity and in a situation in which all other possible remedies had been exhausted."

Rescue!

Hull members join in the city's race to prepare polio vaccine. See back page story.

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TOWN HALL IN HOME —BY LOCAL RADIO

B.B.C. chiefs show council representatives how it could be done

DELEGATES to this year's annual conference of the Association of Municipal Corporations, held at Folkestone in late September, were the first audience outside the B.B.C. and the Pilkington Committee to hear what local broadcasting may sound like.

The B.B.C. believes that a local radio station is a practicable proposition in any town with a population of 50,000 or more, provided that there is a reasonably compact community. To show what could be done, it has already made a number of closed-circuit local broadcasts: one-day experiments in Norwich, Dundee, Kingston-upon-Hull, and Bristol, and a two-week trial run in Bournemouth.

These pilot programmes have not been heard by the public. But recorded extracts were played to the conference by Mr. Hugh Carleton Greene, the B.B.C.'s director-general, and Mr. Frank Gillard, controller of its western region, when they introduced a session on "Local broadcasting and the local authority."

Local roots

Mr. Greene said local broadcasting could succeed only if it became a two-way process.

"It must be a partnership between the broadcaster and the community," he said. "It must have its roots among local people,

and it must reflect local needs and tastes."

To ensure this, Mr. Greene suggested that advisory groups should be set up, representing trade unions, industrial management, educational interests, local authorities, and the churches.

Imagination needed

The B.B.C. would want to include regular news from and about the local authority, he said.

"We believe that broadcasting on this scale affords a chance of making local administration intelligible. Most people would admit the need to establish the local authority in the eyes of the public."

But something more imaginative would be needed than a bulletin sent down from the town hall to be read in the studio.

"Broadcasting gives the local

government officer an opportunity to talk to the public and explain the policies he is carrying out under the authority of his council," said Mr. Greene. "And I must not conceal the fact that it also enables the ratepayer to put questions to the officer."

"We hope officers will come to regard their town's radio station as a natural means of reaching the public."

There were other ways, too, in which local stations could help to kill apathy.

Candidates for the local council would have a chance to state their case, just as do their national counterparts. We would hope to stimulate interest in local politics by this practice, as well as by reports of council meetings."

Friendly approach

The local M.P., too, could have his personal "Week in Westminster" programme, telling his constituents about matters of particular concern to them.

Frank Gillard said that, throughout these experimental

programmes, the B.B.C. had aimed at a friendly, informal approach.

The recordings themselves confirmed this:

"This is Radio Dundee," said a pleasant Scottish voice. "Good morning to you all. It is a sunny day, and the weather looks like remaining good. Here is the news . . ."

Outside broadcasts

Local news came after the national news. There would probably be six local bulletins a day. One of the Bournemouth bulletins, for example, reported a local dock strike, a hospital management committee's concern at the shortage of midwives in the area—and the croquet results.

There would be as many "out and about" programmes as possible, using a van equipped for live broadcasts or recording.

"If we can let the public know what's happening locally at the time when it happens, then we shall be doing a good job," said Mr. Gillard.

He went on to talk about other programmes with a public service angle—talks, discussions, debates—and, as an example, played a discussion between two Norwich councillors. Neither of these two men had been before a microphone before—but both were refreshingly uninhibited.

Letters answered

An item about poor housing conditions was presented by interviewing the tenant of a slum house, and then switching

Badge-by brainwave



Sedgley branch (Staffordshire) at last has a badge of office for its chairman—thanks to the persistence and ingenuity of its secretary, Dorothy Slater.

Miss Slater felt that the branch was put to shame at its annual dinner: the chairman of the council, and of the district committee, and many officers from neighbouring branches, all wore their badges of office—only Sedgley's chairman was without one.

But Miss Slater found that even the cheapest badge would cost £16, and she knew that, for this branch of fewer than 50 members, such an outlay was out of the question.

Next suggestion was to frame a NALGO blazer badge in metal. But who would do it?

Then came a brainwave: perhaps a chairman's lapel badge could be adapted. A Birmingham firm agreed to carry out the job. Headquarters gave the necessary permission.

Expense was still the main difficulty. To avoid draining branch funds, Miss Slater decided to pay for the badge herself. To cover the cost of adapting it, she raffled her own cigarettes.

The picture shows Miss Slater handing the badge to the West Midland district chairman, R. L. Evans, to pass on to branch chairman D. J. W. Robertson (left).

over to the studio, where the housing manager gave the authority's point of view.

In yet another programme, letters from the public were read, and chief officers in the studio then commented on them.

Many other exciting possibilities for local broadcasting were illustrated: a live transmission of the mayor's weekly press conference; book reviews by the local librarian; parks news and gardening hints by the parks superintendent.

There would be home interest programmes; a local "women's

hour"; schools broadcasting and further education courses; reports on the churches, on sports, and on industry—all the many sides of community life would be served, said Mr. Gillard.

Warm welcome

Unqualified support came from almost every delegate who spoke. Their views were summed up by Councillor S. Irving, M.P., who said:

"We should support this extension of the coverage of municipal life, and insist that the B.B.C. be given this opportunity."

'We must pay better,' say councillors

ARE LOCAL authorities like Brighton, Hendon, and the West Riding right to introduce salary schemes different from those nationally negotiated and generally accepted? Or are they stealing an unfair march on their neighbours?

This was one of several pertinent questions which Mr. R. E. Griffiths, employers' side secretary of the National Joint Council put to the A.M.C. conference.

None of the delegates rose to the bait; but many expressed views which sounded more like those of trade unionists than of employers.

"Low pay—low morale"

"Morale is low because pay is low," said Councillor R. B. Stucke, of Woolwich. "The bad public image of local government has been created by ourselves."

"Local government employees have only a salt spoon to dip into the salary pot—whilst people outside use big ladies with long handles," said Alderman J. Whittaker, of Todmorden.

"It's about time we realised that local government employees are entitled to a share of the country's expanding economy," said Alderman M. Henig, of Leicester. "If we do not start giving our staffs pay and conditions comparable with those outside, we shall lose not only our staffs, but our local authority rights as well."

Mr. Griffiths had introduced a session on "Paying the public servants."

He told delegates that they must take an interest in pay negotiations.

"Remember that more than half your annual rate income is spent on pay, and that one-twelfth of the

several questions to the delegates:

"Do you make enough use of the special arrangements for better-qualified entrants?"

"Do you think seriously about training?"

"Do you encourage staff to get the administrative qualification?"

"Do you bother about recruiting graduates?"

A thaw?

It seemed that, if the delegates did not answer Mr. Griffiths's questions directly, they did take them to heart. And this may mean that the cold climate of pay negotiations has at least had the chill taken off.

BRIGHTON PLANS A T.U. SCHOOL

Just how are trade union negotiations conducted? To give members a chance to find out, the Brighton joint committee of branches has organised a one-day school, to be held at the Civil Defence Headquarters, Brighton, on November 18. The speakers are Sir Alfred Day, former staff side chairman of the Civil Service Whitley Council, and Norman Bingham, N.E.C., chairman of NALGO's service conditions committee. Details can be obtained from W. H. Mabey, Central Public Library, Church Street, Brighton.

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Health

'Arbitration, but only on my terms'—Minister

by BEN SMITH, national organiser

THE FINAL INSULT—that is the only way to describe the Minister of Health's "pay pause" interference with arbitration machinery.

In effect, he has said that the Industrial Court must not consider the date of operation of an award, and that he himself will decide whether to accept the Court's decisions, either fully or in part, as and when he thinks fit.

For years, the Ministry has deliberately held down pay standards in the health service. It has delayed negotiations and arbitration by every device possible, and, when it could delay no longer, it has brought specious arguments to oppose staff side claims.

One-sided control

In this galling situation, there has been one redeeming feature: the last word was with an independent tribunal, and so we had a means of settling disputes reasonably and without conflict.

Now, we can go to arbitration only on terms which mean that one party will have complete control.

The claim by the staff side of

**Public relations
for the
health service**

see page 13

Court. But now the Minister will agree to such arbitration only if the staff side agrees that the terms of reference shall not include the operative date of the award.

Since the Minister has already announced that, in any case, he will decide whether or not to accept the award, this attempt to hamstring the Court in ad-

vance looks like a device to make it appear that the independent tribunal has made a voluntary decision in support of government policy.

The various Whitley councils of the health service have a number of claims in the pipeline. Throughout the discussions, management and staff sides cannot know when—if ever—agreements reached will be implemented. The negotiations could lead to settlements which were reasonable at the time they were made, but might well be out of date and inappropriate by the time they were implemented—even if the Minister then accepted them in full.

All the Whitley council staff sides are as one in opposing the government's application of the "pause" in the health service. Their deputation told the Minister so when it saw him on October 25 (see page one). But the struggle against the government's policy will be tough, and may be a long one. How long will depend largely on how insistently members make known to all M.P.s their disgust and anger about the way they are being treated.

PHOTO MEN TO HAVE NEW SCALES

The staff side salary claim for new scales for medical photographers was considered at a meeting of committee "E" of Professional and Technical Council "B" on October 17. The management side said it was able to enter into negotiations within the context of the Chancellor's statement on economic policy, and the staff side agreed to discuss salary scales without immediate reference to the question of their being implemented.

£55-£200 increases

In these circumstances, agreement was reached on the following new salary scales (existing scales are shown in brackets):

Age	Trainee	Scale I	Scale II
16	320 (225)	855 (700)	855 (700)
17	340 (250)	880 (725)	880 (725)
18	360 (280)	905 (750)	905 (750)
19	380 (305)	930 (775)	930 (775)
20	400 (330)	955 (800)	955 (800)
21	420 (365)	980 (825)	980 (825)
22	440 (385)	1,005 (850)	1,005 (850)
23	465 (405)	1,030 (875)	1,030 (875)
24	490 (425)	1,055 (900)	1,055 (900)
25 and over	515 (450)	1,080 (925)	1,080 (925)

Photographer

Age	Scale I	Scale II
620 (530)	700 (630)	700 (630)
625 (555)	725 (655)	725 (655)
650 (580)	755 (—)	755 (—)
675 (605)		

Senior I

Age	Scale I	Scale II
730 (600)	855 (700)	855 (700)
760 (625)	890 (730)	890 (730)
790 (650)	925 (760)	925 (760)
820 (675)	960 (790)	960 (790)

Senior II

Age	Scale I	Scale II
860 (705)	985 (810)	985 (810)
890 (730)	1,030 (840)	1,030 (840)
925 (755)	1,065 (870)	1,065 (870)
960 (780)	1,100 (900)	1,100 (900)

The management side said it would only be able to agree to these salary scales being effective from a date in the future, to be determined by the Chancellor of the Exchequer—that is, at the end of the "wage pause."

The staff side registered its inability to subscribe to this deferment, and no agreement was reached on this aspect.

TEACHER GRADES

Discussions on improved salaries for the teacher grades—physiotherapists, radiographers, chiropodists, orthoptists—are going on in the P. and T. "A" Whitley Council.

First priority in this council, however, is the pay claim for almoners and psychiatric social workers, for whom the staff side is seeking a complete revaluation of present salary levels.

NURSES' CLAIM

The management side's reply to the pay claim for nurses is expected this month (November).

PAY TALKS FOR LAB. TECHNICIANS

Discussions on the staff side claim for increased salaries for medical laboratory technicians will be re-opened at a meeting on November 22.

This is at the request of the management side.

For the time being, therefore, no further action will be taken to refer the matter to the Industrial Court.

Last month, we reported that the management side's proposals for the new scales fell far short of the staff side claim. Readers may now like to compare the two, which are printed below:

Age	Student Claim £	Offer £
16	335	330
17	355	350
18	375	370
19	395	390
20	410	410
21	440	430
22	470	450
23	500	475
24	530	500
25	560	525

Technician Claim £	Offer £
675-980	600-750
• Senior I	750-950
Senior II	900-1,200
Chief I	1,130-1,365
Chief II	1,290-1,540

* same relation to new Senior II scale as at present.



Picture by Bedfordshire Times.

Sitting pretty now!

A member of Bedford's thriving daytime club for the elderly smiles her appreciation of a new easy chair in the clubroom. It had just been presented by the Bedford group hospitals branch of NALGO, which had raised the money to pay for it by holding two whist drives.

Others in the picture are (left to right) G. W. Carter (branch chairman), D. F. Barnsdale (chairman of the branch social committee), Mrs. E. Gedde (club warden), and Mrs. D. E. Poole (club leader).

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Probe is sought on senior officers' pay

By G. W. PHILLIPS, national organiser

THE Senior Gas Officers Joint Council is to be asked by its officers' side to make a joint investigation of the salaries of senior gas officers throughout the industry.

This proposal results from the final analysis of the survey made by the officers' side itself some months ago, when a questionnaire on pay and conditions was sent to all those who are members of one or other of the organisations represented on the joint council.

Same job—different pay

Less than half of these officers returned completed questionnaires; but these were enough to show that the salary position of senior officers is unsatisfactory.

For example, it is clear that posts of apparently equal responsibility are paid very differently in different area boards.

The officers' side wants to see a reasonable national basis on which the salaries of senior officers can be calculated. It believes that the evidence provided by its own questionnaire is such that Gas Council representatives on the joint council can hardly refuse to co-operate in the proposed joint investigation.

"Bring them all in"

These moves underline the importance of present attempts by the officers' side to have the scope of the joint council extended to cover *all* senior gas officers, instead of only some.

So far, however, no headway has been made on the officers' side proposal to delete the con-

situtional provision allowing officers and categories of officers to be excluded by ballot from having their terms and conditions of service settled by negotiation in the joint council.

The question was considered again at the council's meeting on September 27. In an attempt to end the deadlock, both sides made new suggestions—which were put forward without prejudice, and cannot, therefore, be reported. But agreement could not be reached even on these modified proposals, and, after a long discussion, the council decided to defer the matter until its next meeting, which is on December 14.

YOUNG BOWLER

Three years ago, Tony Cohen, of the Thames Valley electricity branch, was the youngest-ever member of the Berkshire county bowls team. Now, at 23, he has received his first international honour. He was a member of the England under-35 team which played Wales at Ebbw Vale on September 16.

Mr. Cohen, who has been playing bowls since he was 12, is the first Berkshire man to receive such an honour. Last year, he was a member of the Reading Island Bohemian team which won the national rink championship.

GAS SALES REACH RECORD PEAK —INCOME TOPS £400 M.

RECORDS, RECORDS, everywhere—that is the story of the gas industry during 1960-61, as told in the annual report of the Gas Council.

The industry earned a record amount of just under £402 million, sold a record total of 2,665 million therms of gas, which brought in a record revenue of almost £237 million.

Announcing these figures this month, the chairman of the Gas Council, Sir Henry Jones, remarked:

"I am very pleased that we are in the black again. This is the first time that our income has exceeded £400 million."

He revealed that, during the year, the industry had achieved a surplus of more than £2 million, as compared with last year's deficit of more than £2½ million.

Eight area boards ended the year with a trading surplus, but four were in the red.

Against this optimistic picture must be set a warning signal for the industry. The Gas Council reports that a number of boards experienced difficulties in recruiting staff in certain parts of their areas.

Fewer staff

The number of employees dropped during the 12 months ended March 31, 1961, by 2,527. This was due to continued integration of production and distribution, and more centralised administration.

Improvements in the terms and conditions of employment of all employees were agreed during the year, says the report.

It estimates that, in a full year, these improvements will cost about £9 million.

For staff covered by the National Joint Council, there were increases ranging from £12 to £129 a year. Equal pay for men and women was assured when the latter received the last of their transitional increases on January 1.

From July 1, 1961, intermediate grades received increases ranging from £30 to £50 a year, while the Senior Gas Officers' Joint Council agreed on increases varying from £155 to £350 a year, with effect from October 1.

NALGO's part

All these salary increases were discussed through the industry's negotiating machinery, after pressure from trade unions,

among which NALGO played a prominent part.

Various research projects on which the industry is engaged are summarised in the report. They include the importation of liquefied natural gas from Algeria, and development of the Lurgi process at sites in Fife-shire and near Birmingham.

Underground storage

Work has been done on the possibility of storing gas underground, and promising results have been achieved at a site in Hampshire.

Of the record amount of gas sold, about 48½ per cent went to domestic consumers, nearly 32 per cent to industrial, and more than 15 per cent to commercial users. The two per cent increase in domestic sales was because of the growing popularity of gas for space heating, sales of which were more than double those of the previous year.

Research group

Most interesting recent development in the Gas Council's research programme is the decision to set up a new Basic Research Group in London.

The group will develop entirely new ideas for producing and using gas, without being bound by short-term considerations, or the need to produce results to a definite programme.

This first "pure research" organisation in the gas industry is to be headed by 42-year-old Dr. J. A. Gray, who has been group leader of physical chemistry and chemical engineering at the Battelle Memorial Institute, Geneva, since 1958.

Concluding, the report states that price is the dominant factor in capturing a larger share of the market.

"The industry's continued expansion rests on its ability to contain rising costs. Therefore, the most vigorous efforts are being made to develop new and cheaper methods of gas production, in which coal, oil, and natural gas should be used flexibly," it declares.

Electricity's 'know-how' keeps its prices down

Productivity outstrips all-round rises in costs

ALUSTY TEENAGER—suffering a little from growing pains, but with a very healthy earning power—is the picture painted in the annual report of the Electricity Council, which has just been presented to the Minister of Power during the 14th year of the life of the nationalised industry.

Ninety-seven households out of every hundred in the United Kingdom are now connected to the electricity supply. And, during 1960-61, the industry achieved a rate of increase of sales unequalled for ten years. Yet the number of employees increased by only 2·4 per cent.

Area boards sold 12·4 per cent more units during the year, but their total manpower at the end of the 12 months had increased by less than 1·8 per cent. Again, the number of units sent out by the Generating Board increased by 10·9 per cent, while its manpower went up by only 4·1 per cent.

The report points out that the reduction from 44 to 42 hours in the normal working week of manual employees, towards the end of the year before, must have influenced the increase of numbers in those grades.

In the home

The domestic consumers played the largest part in this sales increase. They used 31,636 million units, just over 32 per cent of the total.

Extended use of existing domestic appliances accounts for the greater proportion of the increase. Sales of appliances, though still large, were affected by hire purchase and credit restrictions.

The report adds that there was a widespread demand for space heating. This was caused by the weather, which, although not abnormally cold, was unpleasant for long periods.

Unexpectedly heavy sales of electricity, particularly during August, September, and October of 1960, also caused difficulties for the Central Electricity Generating Board, which reports separately to the Minister of Power. Sales during these

three months averaged 17·4 per cent more than in the same months of the previous year.

In consequence, the Board had to bring into operation older and less efficient stations, many in areas where the cost of coal is high. More fuel was used in the older stations to produce the same amount of electricity, which meant higher costs all round.

The Council's report reveals that the average unit price of electricity to consumers again fell—to 1·48d., compared with 1·50d. the year before.

Unit costs remained unchanged, in spite of an increased expenditure of just over £63 million.

Future costs

The industry's consolidated surplus for the year was about £10 million less than in 1959-60, due mainly to increased fuel prices, and to pay awards. Another factor was a reduction of £3 million in the surplus on contracting and sales of fittings.

The surplus was again wholly used to finance the industry's capital needs, internal resources providing 46·2 per cent of the total investment.

The report discusses in detail the problem of surpluses in relation to future capital requirements. It estimates that £200 million capital will be needed to cover increased demand to the end of 1964-65. The continued rise of demand in the following two years will need a yearly outlay on fixed assets of more than £400 million.

Why prices rise

To reach the degree of self-financing involved requires increased surpluses year by year. This was the reason, together with increased costs from a rise in coal prices and wage and salary awards, why the boards put up their tariffs last year.

"The term 'surplus' does not

imply something over and above the needs of industry," the report comments. "It is a contribution from revenue towards capital development."

A warning

A warning that even this may not be enough is given in a reference to the full-scale financial review which has been undertaken as a result of the government white paper on the financial and economic obligations of the nationalised industries.

"Higher surpluses will be essential if the industry is to achieve the financial performance laid down in the white paper, and is to find the capital resources it needs, while keeping its borrowings within manageable limits," says the report.

"The electricity supply industry does not automatically put up its prices to cover its increases in costs. In fact, while costs have gone up all round, advances in technology, in the use of manpower, and in management techniques, have all combined to keep prices down. In relation to retail prices, the price of electricity has actually been cut by 16 per cent," it adds.

Staff training

The report explains that the Council and the boards have given a lot of attention to the need for highly skilled and qualified employees. It reveals that a special study has been made of the industry's possible contribution to meeting the anticipated "bulge" in the number of 15-year-old school-leavers.

During the year, 24 employees won scholarships to university or technical college courses, and 67 university scholarships were awarded to school-leavers.

More than 3,000 employees, in addition to apprentices, were given day release to work for educational qualifications, ranging from engineering diplomas to G.C.E. passes.

Nearly 3,000 students attended well over 100 courses and conferences at Horsley Towers, the Council's residential training centre in Surrey.

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31st October, 1961.

IMPORTANT FOR CHRISTMAS

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Many thanks. Happy Christmas!

Yours very truly,

R. ARBITER
MANAGING DIRECTOR.



'EQUAL PAY THAT ISN'T'

by "GROWLER"

THE NEWS—reported below—that the Scottish staff side's request for full implementation of the principle of equal pay has foundered once again on the rocks of the 1956 award provides an opportunity for reviewing the peculiar position in Scotland—perhaps best described as "equal pay that isn't."

Despite official recognition of the principle of "equal pay," there are still separate women's scales which are lower than the corresponding scales for men.

In the junior section of the general division, for example, the respective scales are:

Age	15	16	17	18	19	20
Men	£220	245	275	315	345	380
Women	£205	225	250	290	325	360

The rounding up or down of salaries to the nearest £5 in previous awards has resulted in the differential between men and women becoming £15 at age 15, then £20 at age 16, £25 at ages 17 and 18, and £20 at ages 19 and 20.

Where's the logic?

When an award is made on a percentage basis, why not look at the whole position, and make any further small adjustments needed to straighten out this sort of thing?

Is there any logical explanation why a girl of 15 should require just £15 less than a boy of the same age, whereas at age 17 she has to make do with £25 less?

Is there any ground for believing that a modern teenage Miss requires less for her keep than a Mr. of the same age?

The difference between the two scales is so slight that the abolition of the lower one would seem to be a logical and not too difficult step.

Hangover

In the adult section of the general division (21 and over), there are four grades for women and only one for men:

Women	I	£375	395	415	435	455	475
1	£395	425	450	475	500	525	555
2	£420	450	475	500	525	550	580
3	£425	455	485	520	550	580	610
4	£425	455	485	520	550	580	630

This is a hangover from the former "Method A or Method B" scales, when women officers were transferred from the old general and higher divisions to new scales—a point to which we will return presently. But those names have now disappeared, so why not abandon the separate scales, too, and replace them by one for both sexes? If this were achieved, the word "female" could disappear from this part of the Charter, and there would be true equality for women.

I to IV is 6!

In the executive division, we are confronted with the anomalies problem. The grades are numbered I to IV, but there are actually six of them. Grades which were formerly supposed to have been "telescoped" have, in fact, retained their separate

existence, and are specially preserved:

I	£640	660	680	705
	£665	685	705	730
<i>(Preserved scale for former C.S.6 or A.P.1)</i>				
II	£715	735	755	785
	£740	760	780	810
<i>(Preserved scale for former C.S.8 or A.P.2)</i>				
III	£785	805	825	845
	£855	875	895	925
IV				

Remarkably, the two preserved scales are omitted from the page which gives the salary scales in a form suitable for insertion of the Charter, and, no doubt, it is intended that they will eventually disappear. But why not do away with them now? Anomalies will arise, but they must be accepted with good grace for the benefit of the service as a whole. If a lower-paid colleague thereby comes up to our salary level, let us put all bitterness from our hearts and rejoice with him. Our pride may be hurt, but not our pockets.

There is ample scope for

merging of grades in the administrative division also. The four grades, lettered instead of numbered this time, cover approximately £300, with increments varying from £20 to £30:

A	£915	935	955	975
B	£975	1,000	1,025	1,055
C	£1,055	1,080	1,105	1,135
D	£1,135	1,155	1,175	1,200

When salaries reach the £1,000 mark, increments of £20 are on the low side, and a variation of around £75 between minimum and maximum, achieved in three years, cannot be called attractive.

Facing both ways

When the number of grades has been decreased and their scope widened, professional and other special scales could then be incorporated into the standard scales at suitable points, without detracting in any way from the principle of minimum salary placing for professional qualifications.

The names of the various divisions have undergone some apparently meaningless changes in recent years. The original Charter provided for general; higher; and administrative, professional and technical (A.P.T.) divisions. In 1956, the general and higher divisions were replaced by a "clerical, supervisory, etc., division," and the word "technical" was dropped from the A.P.T. Division. Then, in 1959, the present names were adopted.

It was with the 1956 names that the principle of "equal pay" was accepted and rejected in the same breath, as it were. Local authorities were left free to adopt either of two methods of implementing it.

Method A was by individual application, and its scope was limited to those women who performed the same duties, shared the same responsibilities, and undertook the same work as men. Women who came into this category were

to be placed on the same scales as men—after six years.

Where there would be difficulty in applying the individual test—as there probably would be in most cases—Method B was to be adopted. By this method, women were transferred to new scales which were higher than the existing scales, but lower than the corresponding scales for men; and the next sentence in the award ordained that this "shall be deemed to constitute full implementation of the principle of equal pay."

Some women employees were omitted from this nominal equality, namely, those to whom "equal pay" did not apply, presumably because there were no men doing similar work. This raises the wider question of the precise meaning of "equal work," and makes one wonder whether it might be better to try to obtain equal pay for women without any reference to equal work.

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Issued by the Electrical Development Association

Get up to date go electric

More for homes matrons

by JOHN L. ROBSON, district organisation officer

NEW SALARY scales for matrons of old people's homes were agreed upon by the National Joint Industrial Council in September, and are effective from December 1, 1960. They are:

Matron	Places	Scale	Deduction*
15-25	600-700	180	
26-50	630-730	185	

Depute matron 15-25 510-610 170
26-50 550-650 175

* Deduction for board, etc.
Increments of £20 on each scale.

Where the accommodation in a home is fewer than 15 or more than 50 places, the salary scale is left to local arrangement, but regard should be given to the above scales.

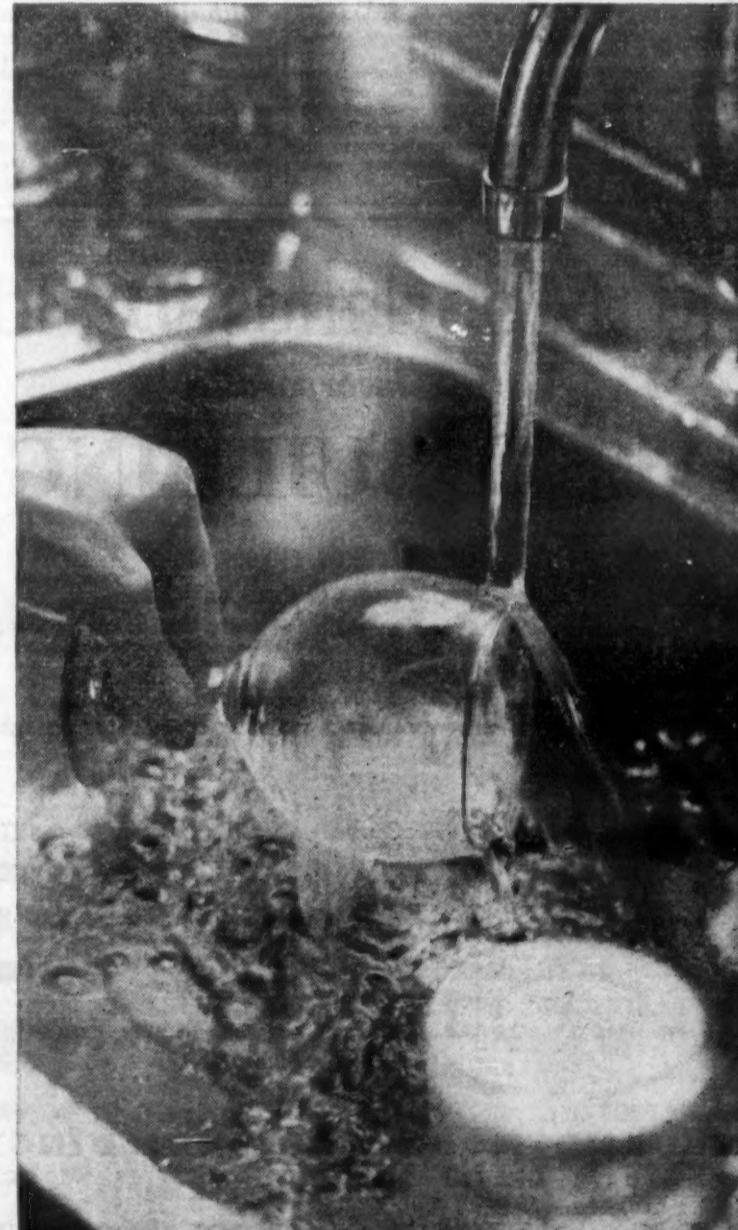
Where a matron or depute matron is required to hold a recognised nursing qualification, it is left to the local authority to fix an appropriate salary scale, having regard to the size of the home, and to the scales fixed by the Nurses' Whitley Council for the health service.

Assimilation to the new scale is at the present salary, or, if more favourable, at the point on the new scale which represents the same number of incremental points above the minimum as on the present scale, provided that, if her present salary is higher than the incremental point to which she is entitled on the new scale, she shall mark time on her present salary until she is, by length of service, due for an increment on the new scale.

"Present salary" means the salary at December 1, 1960, or at the date of appointment if after then.

Attendance officers

Discussions were resumed on salary scales for School Attendance Officers, but the employers' side thought the claim was not justified. Information supplied by the staff side and circulated to the employers, covering the duties of these officers in a number of comparable English and Scottish authorities was said to be inaccurate and, in certain cases,



Local Government

GETTING OVER THE BAR

by GEORGE NEWMAN, service conditions officer

THE NATIONAL Joint Council has clarified the qualifications for progression beyond the bar at £520 in the general division. This decision was taken at the Council's meeting on October 18.

The present requirements for ordinary entry into the division are passes in the G.C.E. "O" level in English, mathematics or a science or a foreign language, and one other subject. The special entry qualification which allows progression to the maximum of clerical 1 is passes in G.C.E. "O" level in English and four other subjects.

NALGO felt that this was illogical, because, in theory, a prospective officer could be qualified for special entry, but, because a local authority did not operate the special entry provisions, he would not be able to progress beyond the bar if he did not have a pass in mathe-

matics, a science, or a foreign language.

The N.J.C. therefore agreed to make it clear that an officer who is qualified for the special entry arrangements is qualified for progression beyond the general division bar.

London general division

The N.J.C. also agreed to waive the assessment reports required under paragraph 25 of the "Charter," at ages 21 and 25 for officers in the London general division. This step follows representations from the London district council, which pointed out to the N.J.C. that these assessment reports, together with the efficiency reports required in the London general division, meant that reports had to be prepared for general division officers either five times in six years or five times in five years, according to the officer's qualifica-

changes in the syllabuses of the Chartered Institute of Secretaries and Corporation of Secretaries examinations.

For promotion up to the maximum of APT 2, it is now necessary to have passed either the intermediate secretarial examination and papers in local and central government in the intermediate D.M.A., provided that the secretarial examination was passed at one sitting, or the intermediate secretarial examination and part I of the final, provided all subjects of the part I final were passed at a single attempt.

In both cases, holders of the ordinary national certificate in business studies may obtain exemption from the intermediate secretarial examination, provided in the first case that it was passed at one sitting.

For promotion above APT 2, it is now necessary to pass parts 1, 2, and 3 of the final.

Awards to members only

The staff side of the National Joint Council has agreed to try to secure implementation of the Conference decision to restrict negotiated salary awards to members of recognised trade unions.

But, at its meeting on October 18, it felt that the attempt should not be made at the moment.

The same applied to three other Conference decisions which NALGO brought to the notice of the staff side. These dealt with: the implementation of a five-day week on a national basis; payment for officers who are required to use their homes as offices; and making local joint consultation obligatory upon local authorities.

LEGAL FIRMS REAP BRENTFORD'S LOSS

Private legal firms in Brentford and Chiswick are reaping the benefit from a staff crisis in the legal department of the council, caused when two conveyancing assistants resigned.

The assistants, employed on APT 2/3, left, and the vacancies were advertised. There were no satisfactory replies, so the posts were regraded to APT 3/4.

Several applications for the posts on the new grade have now been received.

But, meanwhile, work on improvement grants and mortgages has been so delayed that the council is paying high fees to have it done by private firms.

Secretarial exams

The N.J.C. approved certain changes in the recognition of examinations for promotion purposes. These arise from suggestions made by the Local Government Examinations Board after it had studied

Waltz time



Viewers of the B.B.C.'s "Come Dancing" programme can see Mrs. Claudia Scott, a member of the Ipswich branch, represent the East of England in the first round of the programme's challenge competition. It will be screened, from Norwich, on November 20. Mrs. Scott, who appears under her maiden name of Bennett, will dance in the modern waltz section.

Solihull's B. & O. win

An average subscription of just under 9s. 8d. each to the Benevolent and Orphan Fund has won the 236 contributing members of the Solihull branch their district's "Ireson Trophy."

The trophy goes to the West Midlands branch with the highest subscription per head.

'Higgledy-piggledy mass of material'

THE DATE of the 19th edition of John H. Clarke's *Outlines of Local Government* (Pitman, 25s.) is 1961, but the author seems to prefer the events of the '30s. Some of the dead wood (like the account of the Metropolitan Asylums Board, defunct in 1930) which cluttered up earlier editions has been pruned, but much remains to confuse the student.

Old, forgotten committees whose proposals influenced local government between the wars still find their place here, sometimes with a brief account of their findings, but often with only a bald list of the heads of their reports. Many statutes get equally summary treatment.

L. W.

Trams and buses

Material is arranged with little regard to order—trams in one place, buses in another. The reader would be hard put to say what transport services remain with local authorities.

The Local Government Examinations Board, in its piquant reports on candidates' achievements, often refers to a

COVENTRY'S SOCIAL WORK TRAINEES

An acute shortage of qualified social workers throughout the country has prompted Coventry council to start training its own. In September, eight trainees started as students at the city's Lanchester training college, on a full-time course for the London University social studies external diploma.

The students will be paid a salary by the corporation, and will be required to work for the corporation for at least two years after qualifying. They will be expected to pay a quarter of their college fees, the rest being met by the council.

New towns

First new town for 11 years

Skelmersdale, between Wigan and Ormskirk, in Lancashire, is to be the site of a new town—the first to be designated in England and Wales for 11 years. Its main purpose will be to house people from Merseyside, and its target population will be 80,000. The Minister of Housing and Local Government has confirmed an order designating 4,029 acres for the purpose. The Minister has said that the town will be big enough to make an effective impression within a reasonable time on the great overspill problem of north Merseyside.

The Minister has appointed another member of the New Towns commission; he is Mr. J. D. Russell, a member of a firm of City accountants. One or two further appointments are likely to be made in the near future.

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Four of every ten L.G. recruits are unqualified

Examinations Board probe reveals heavy wastage

OUT OF EVERY HUNDRED juniors recruited into local government in England and Wales last year, 40 were below the minimum educational standard laid down by the National Joint Council—three G.C.E. passes at ordinary level; and only eight were of grammar school sixth-form standard, with one or more passes at ordinary level.

For every hundred juniors recruited last year, 45 left the service.

In the three years 1958-1960, local authorities recruited 675 graduates direct from universities—an average of two a year for each county and 1.5 for each county borough.

The three-year intake of graduates was less than one-tenth of the annual intake of juniors direct from school.

These facts are disclosed in the results of an inquiry made earlier this year by the Local Government Examinations Board.

More girls than boys

More than three-quarters of all local authorities returned the questionnaire. In fact, the overall response was better than this. It is the bigger authorities who recruit the bulk of the staff, and, of these—with populations over 60,000—86 per cent answered the Board's questions. The response from counties and county boroughs was 94 and 91 per cent respectively.

The local authorities replying recruited a total of 7,907 juniors. Of these, 3,554 (45 per cent) were boys and 4,553 (55 per cent) were girls.

The highest proportion of boys (48 per cent) went to urban districts, the lowest (41 per cent) to counties.

In the West Midlands, girls accounted for 61 per cent of the total intake of juniors, in the North-East, only 51 per cent.

London was worst

Of all the boys recruited, 36 per cent were unqualified, 9 per cent had three O level passes, 41 per cent had four or more O level passes, 10 per cent had one or more A level passes, and 3 per cent passed the local government entrance examination.

Proportions of unqualified entrants varied greatly between types of authority and geographical area. County boroughs had the lowest—29 per cent—and urban districts the highest—44 per cent. In counties, the percentage of unqualified was 42, in non-county boroughs 43, in rural districts 40.

The North-West had the lowest proportion of unqualified entrants (25 per cent), London the highest (50 per cent).

Where girls did better

Of 4,553 girls recruited, 43 per cent were unqualified, 1 per cent passed the entrance examination, 6 per cent had three O level passes, 43 per cent had four or more O level passes, and 6 per cent had one or more A level passes.

The highest proportions of unqualified girls were recruited by authorities with under 60,000 population (58 per cent) and by rural districts (73 per cent), the lowest by county boroughs (34 per cent) and non-county boroughs (40 per cent).

In several areas, girl recruits were better qualified than boys. In London, for example, 50 per cent of the boys were unqualified, compared with only 36 per cent of the girls. But, in

between 1958 and 1960, 13 per cent had left the service by the end of 1960.

In the same period, 42 serving officers were given facilities to study for a university degree and 413 for a diploma. Of the diploma students, 54 were from Liverpool county borough alone.

The Examinations Board is now studying the returns in detail and will later be reporting to the National Joint Council the conclusions it draws from them.

Post-entry qualifiers

A surprising feature of the returns was the small numbers, both of boys and girls, who had no more than the minimum qualification of three O level passes. Most tended to have no passes, or to have four or more.

Of all the qualified entrants, 84 per cent had qualifications above the minimum.

What happens to the unqualified recruits? The returns show that, in 1960, just over 1,000 previously unqualified general division officers passed examinations—42 per cent the clerical, 31 per cent the entrance, 19 per cent G.C.E., and 8 per cent some other. Proportions passing the clerical exam ranged from 21 per cent in London to 61 per cent in the Southern Home Counties.

Few graduates

Since 1946, the National Joint Council has urged local authorities both to recruit university graduates and to give "adequate facilities" for serving officers to read for degrees. The return shows that little is yet being done to give effect to this advice.

During the three years, 1958-60, local authorities recruited 675 graduates direct from universities—about one per cent of the total university output and representing an average intake of two graduates a year for each county and of 1.5 for each county borough.

Of the total, 35 per cent went into planning and engineering departments, 21 per cent into libraries and museums, 18 per cent into social welfare, and 10 per cent each into clerk's and finance departments; only 3 per cent went into education departments.

In addition, 111 diploma-holders were recruited in this period.

Of the total university entry

To Sweden for tips about sewage



More links between the public service in Scandinavia and this country were made in September, when two leading members of Canvey Island (Essex) branch travelled more than 1,100 miles in five days, on a business visit to Sweden.

It all arose from plans for a new sewage disposal works. Consulting engineers had suggested to Canvey Island urban district council a method so far used only in Sweden. So, although only a small authority, Canvey decided to send four members and two officers over to see the Swedish system for themselves.

The officers were the engineer and surveyor, R. H. Stevens, who is a former branch president, and the deputy surveyor, R. Foyster, who is branch secretary and also chairman of the Eastern district committee.

WHY PUBLIC SERVANTS ANNOY THE PUBLIC!

WE all know the popular notions that roads are dug up to annoy motorists; that a new public building is an instance of extravagance with other people's money; and that councillors sit at the town hall to grind their own axes, surrounded by staff who are underworked and overpaid.

Those who peddle such simple-minded fallacies ought

to read F. M. G. Willson's *Administrators in Action* (Allen and Unwin, 35s.).

Mr. Willson describes what public officials really do and why. His five administrative case histories show what was aimed at, the methods employed, the obstacles which arose, and the people and organisations who helped or hindered. There is a minimum of comment, a maximum of factual statement. The book is a healthy warning to observers—they must master a complicated set of facts before they pass judgment.

Market delay?

Even before the war, Coventry knew that a new market was needed, and plans were laid. The war cleared the ground, and made the need more urgent. Planners of the new city framed their proposals. Yet it was 1955 before the market was opened. What went on in the meantime? Why so long before a clamant need was met?

Mr. Willson outlines the prolonged negotiations between the corporation and traders; the painful winning of governmental sanction; the difficulties of getting building materials and labour, then in desperately short supply; complications with transport authorities; legal

CITY'S HOUSING STAFF IS UNDER HALF STRENGTH

STAFFING difficulties in two Lancashire local authorities were highlighted in two press stories last month:

"Already, she added, the technical work on new schemes is beginning to drag because, with the limited staff, it was impossible to keep pace. The department was losing qualified staff as fast as it was recruiting new men, but planning should be going on now for work to be carried out in two or three years' time."

"The committee is planning to use private consultants for the first time, but Mrs. Yarwood said that this would not provide the full answer to the shortage. Staff would still be taken up in liaison with the private firms."

The Guardian

Pay "not good enough"

"Why have we had four resignations from the staff of our libraries," asked Councillor Anderson at Monday's meeting of the (Eccles) Town Council.

"Councillor Edwards (Libraries chairman): 'The answer is simple—the salary is not good enough.'

"Councillor Anderson: 'I suspect that would be the answer. This committee ought to do something about it. A year ago we had four similar resignations....'"

Eccles and Patricroft Journal

Banks claim five more

Local government is not the only public service whose staffs are finding that they can get better pay in the banks.

Last month's news that three Camberwell local government members had improved their prospects by £395 a year in this way has brought a story from the electricity supply industry.

In the past two months, five members of the London electricity (generation) branch, all doing accounting work in the former London division of the Central Electricity Generating Board, have gone to the staff of a leading bank—after unsuccessfully seeking promotion within the industry.

Once again, salary figures show why. After more than ten years in the supply industry, their maximum was £880 (excluding London weighting). The bank offered a scale of £1,030 to £1,250.

Boundaries in Wales

The need to make proper provision for any officers affected by local government reorganisation was stressed once again by NALGO's deputy general secretary, G. A. Drain, last month.

Mr. Drain, who has already represented the Association at a number of boundary commission conferences in England, was speaking at the first one called by the Local Government Commission for Wales. This was held at Llandudno on October 3 and 4, when some 70 local authorities and other interested bodies took the opportunity to say what they thought of the commission's proposals for boundary revisions.

Mr. Drain will also represent the Association at the second Welsh conference, at Brecon on November 16 and 17.

IF REDUNDANCY COMES . . .

What would be the position of an officer faced with redundancy because of local government reorganisation? How much compensation could he, or she, expect? These topical questions will be among the subjects discussed at a one-day conference organised by the West Midland district women's sub-committee. It will be held at the town hall, Leamington Spa, on November 18, and the speakers will be Geoffrey Drain, NALGO's deputy general secretary, and J. G. Haley, its legal officer.



"Experience? Certainly . . . a week with Fidley Products . . . five days with the gas board . . . ten days with . . ."

PUBLIC SERVICE

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Daniels come to Judgment

"Local government must pay enough to get its work done. At the moment, there are too few qualified people to fill too many jobs."

"The efficient local government officer is the equal of his opposite number in industry. If local government is not getting the officers it needs, it should consider whether it is paying enough."

These two assertions epitomise the two most significant sessions of this year's conference of the Association of Municipal Corporations. The first was made by Mr. R. E. Griffiths, secretary of the employers' side of the local government National Joint Council, in a paper on "Paying the Public Servant." The second came from Mr. John Griffith, Professor of English Law at London University, in a paper on the future of local government.

Other speakers echoed them, often more forthrightly.

Alderman Whitaker, of Todmorden, said that local government officers took "only a saltspoon to the salary pot"—to which others brought "big ladies with long handles."

Councillor Stucke, of Woolwich, blamed local authorities for the service's "poor image," declaring that low pay had reduced staff morale.

"Take the lead"

Alderman Cowan, of Ilford, called on local government to "take the lead" in fixing salaries instead of following others—and to remember that security and a pension were no longer unique attractions: industry offered the same.

Alderman Henig, of Leicester, called for "a fair share of the expanding economy" for local government staffs. Were this refused, he warned, local authorities would lose their powers as well as their staffs.

This was revolutionary talk for an A.M.C. Conference. Yet it is no more than NALGO has been telling the local authorities for years. Had they heeded the Association, the service would not be in the plight it is today.

Fifteen years ago, when they agreed the first national Charter, the employers declared that its purpose was to "attract entrants of the type required to meet the future needs of local government." Recruitment was to be "by examination only." Salaries were to put local government "in the first flight of good employers," to "ensure an adequate flow of entrants," to "offer a reasonable career," and "to maintain and strengthen public confidence in the service, its efficiency, its integrity, and its wellbeing."

Sub-standard recruits

Those were fine words. How few parsnips they have buttered, the latest survey by the Local Government Examinations Board has shown.

Last year, this discloses, of all the juniors recruited by most of the local authorities in England and Wales, only 2 per cent passed the entrance examination—and no less than 40 per cent lacked even the "minimum" standard of three O level passes in G.C.E. the employers themselves had laid down. In London, half the boys, and, among rural districts, nearly three-quarters of the girls, were below this minimum standard—whilst, over the country as a whole, fewer than one in ten was of sixth form standard with one or more A level passes.

Worse, for every 100 juniors recruited, 45 left the service during the year. The report does not disclose how many of these were unqualified. It seems fair to assume that those who left for better-paid jobs outside would be the brightest. If this were so, then it means that the calibre of the junior ranks of the service is even lower than the recruitment figures suggest.

These are startling facts. It is to be hoped that the local authorities will keep them well in mind—together with the comments made by the employers' secretary and other speakers at the A.M.C. Conference—when they receive the proposals NALGO is now preparing, and which the staff side is soon to table. Those proposals ask no more than the local authorities pledged themselves 15 years ago to secure and maintain—a qualified service offering a reasonable career, efficient, trustworthy, and of high morale.

It is the aim of "Public Service" to encourage the fullest freedom of opinion. Unless the fact is stated, therefore, views advanced, in the editorial columns or in signed articles, should not necessarily be regarded as expressing considered NALGO policy.

'Catch 'em all' may make us bigger—but will we be stronger?

CROSSPATCH warns of the hidden peril of wholesale recruiting, and suggests a 'minorities commission'

NALGO is proceeding to bring nurses into membership. As the campaign gains momentum, it will lead to more increases in membership, and no doubt more cheers from the enthusiasts. I am not a number worshipper. Though I accept that everybody who benefits from NALGO's work should be in, I am not so sure that our present indiscriminate recruiting will necessarily increase the Association's strength or reputation.

NALGO's growth is more than an increase in numbers. As the recruitment of nurses serves to remind us, it is also an expansion in the range of skills and trades we have to speak for.

Each addition to the family makes NALGO's task more complex. This continuing spread of membership means that fewer of the problems which face the Association will be broad, general ones, and more will be specialised and specific.

NALGO started as a union of clerical and allied workers in local government. It threatens to finish up as a club for minorities; every group in it will either be a large or a small special case. Though clerical workers still dominate, the process has gone so far that NALGO is no longer a craft union. The test for admission isn't what you do, but who pays you—and, if the answer is "I'm paid by a public body," you're in!

I accept that this common misfortune is sufficient reason for us all to be in the same union. I cannot accept that a union born to represent underpaid clerical workers is equally capable of representing underpaid dental mechanics, for no better reason than that both are underpaid.

On the rack

The increasing diversification of the membership should lead to a similar movement in the organisation which represents them. NALGO should be faced with a tricky and continuing problem of reorganising and expanding its machine.

I don't see the signs. NALGO appears to be content to work on the same principle as Procrustes' bed—if those who slept in it were too short, Procrustes racked them until

they fitted. If too long, he chopped the appropriate amount off their legs. Thus one bed sufficed for all his guests.

Which is another way of stating the criticism that NALGO does better for some groups than others. Most of us think that ours is amongst the neglected, but it would be more accurate to say that NALGO represents best those groups which have been part of it the longest. It does not behave thus for unworthy reasons; it just has the habit of doing nothing to study members' needs until after they have been enrolled. And, even then, it moves with proper circumspection.

Just behind Dad!

Take the miscellaneous grades. For years, the pattern of salary awards was A.P.T. and clerical first, then an interval of a few weeks or months, and miscellaneous followed. Obviously, those awards were "based on" big brothers'. However much their jobs may have varied, either within their own classes or compared with other classes, they were granted no independent existence. They were required to follow in step, a few decent paces behind the parent body.

Their lot has slowly improved since. But not until the last Conference, which agreed to try to bring them within the Charter and to change what was called "that dog's dinner title," was the *Niggers - begin - at - Misc. I.* attitude banished. It has taken them nearly half a generation to be fully accepted into the movement.

It is true that NALGO did

not recruit these classes, and then ignore them. They formed part of the post-war settlement which was thrust upon us. Nevertheless, I feel that, if Procrustes had been urgently concerned, he could have provided them with their own bed long ago.

Another example, which is not even open to this excuse, is that of school clerks. It is about three years since my branch, with official approval, began to recruit them. In late September, they became very concerned for their position when the teachers started a direct action campaign. We told them that NALGO's advice was that they should do their normal duties and nothing else.

"Hell," said one, forthright lady, "I've been doing this job for over four years, and I haven't found out what my normal duties are yet. All I ever get out of anyone is 'Do what the headmaster tells you'!"

That is true. And by issuing advice like this, NALGO only succeeds in convincing school supervisors, orthoptists, nursery assistants, or home mothers are better satisfied than school clerks. I doubt if anyone knows, or is even contemplating the effort to find out.

NALGO might with advantage set up a Minorities Commission to investigate the problems of the multitude of non-clerical workers it has brought into membership. The results of this field-work would be a picture of what modern NALGO is really like. It would also provide evidence to judge whether we are meeting the needs of all groups in this intricate pattern equally well.

If my limited experience amongst the minorities is typical, the answer would not be a hearty "Yes." NALGO is a very successful union, but it could be heading towards a fate most unusual for the successful — that of getting too small for its boots.

Let's find out

And just as important is the necessity for the Association to examine its present flock. I wonder if, say, school meal supervisors, orthoptists, nursery assistants, or home mothers are better satisfied than school clerks. I doubt if anyone knows, or is even contemplating the effort to find out.

"NALGO did nothing"

Coincidentally, but not surprisingly, the following week, a correspondence started in the local evening paper. The letters went (in summary) like this:

First. Is there any organisation which works for school secretaries?

Second. You should contact NALGO, but we have also started a Schools Secretaries Association.

Third. I tried NALGO, and they did nothing. How glad I am to hear you have started a Schools Secretaries Association.

Some appear to have had only moderate success in this field, but can we expect better if we

A good clean show

Ealing's recent clean air and clean food exhibition was organised and staffed by NALGO members in the public health department. On the left, Alderman Mrs. L. Stowell dials for an answer to one of 20 questions, watched by E. W. Budd, one of the PHIs. On the right, young visitors gather round the electricity exhibit.

Photos by Middlesex County Times and West Middlesex Gazette.



REMEMBER
POPPY DAY

BENEVOLENT FUND NEEDS £100,000 IN 1962

**Calls for help exceed income
—and they must be met**

THIS IS a tale of fivepence-farthing—less than the price of an ice-cream cone or two newspapers. The fivepence-farthing that, on average, thousands of NALGO members pay each month to their Benevolent and Orphan Fund.

Not much, is it? Less than 1d. a week. But it meant new hope for Mrs. A., suddenly widowed last year at the age of 31 and left with two young children to maintain, a mortgage on her home, and no pension; for Mrs. B., crippled by multiple sclerosis at the age of 38 and nursed by her mother on a total income of £7 a week; for Mr. C., compulsorily retired at 33 with mental sickness, yet with a wife and child to support—and for scores in similar plights.

It is to people like these that the B. and O. Fund's money goes. How is it raised?

Most of it comes from the monthly subscriptions of mem-

bers. It most provide part of the answer. Wrote one: "I have been given more than money. Never have I met with so much kindness before." Another said: "It gives you the feeling that someone thinks about you."

Consider the D family. Mr. D.'s wife entered a world of worry when the doctors told her that a heart complaint would mean a long stay in hospital. Who would look after her five children, aged 15, 10, six, four and two?

Desperate, Mr. D. planned to resign from his job in the electricity service, draw his superannuation contributions, and look after the children himself until his wife was fit again. His employers referred his request to the Fund. It arranged for a home help to look after the family while Mrs. D. was in hospital—and it contributed to the cost. Mr. D. kept his job.

Secret service

Notice that anonymous "Mr. D". Since the Fund was started, in 1909, it has been NALGO's secret service. The names and problems of those who seek its help are never disclosed to anybody except the few who administer the fund, and who are pledged to silence about the details of its work.

In the 52 years since then, the Fund has collected and spent more than a million pounds—all in helping folk like Mr. and Mrs. D.

From the first, too, it was agreed that its grants were to be simple, and free of red tape and restrictions.

There are no fixed scales of help. Every problem the Fund



Delighted children receive a special gift from the B. and O. Fund each year—a magnificent hamper of Christmas goodies.

£1,000 RAISED IN 6 MONTHS

From £200 a year to £1,000 in six months—that is the magnificent achievement of Warwickshire County branch of 1,070 members for the Benevolent and Orphan Fund.

£200 is the branch's average annual contribution to the Fund. Since this year is the branch's silver jubilee, it set its target at £1,000 and started work in April.

Last month, it reached the target—and handed a cheque to George Ashton, the Association's senior vice-president, at a jubilee dinner on October 27.

How was it done?

In April—when many members were upgraded—the branch asked all to contribute 1d. in the £ of their monthly salaries. This raised £165.

In September, the branch women's committee held an Autumn Fair in the staff club. This raised £153.

On October 1, the branch football team played a team made up of the pick of all the local teams. It lost 3-1—but collected £15.

Throughout the six months, departments held treasure hunts, bingo sessions, coffee evenings, whist drives, dances, tea parties, a wine and cheese tasting session, and the like, competing for a silver rose bowl presented by the county surveyor, David Watson, who is this year's branch president, for the department with the biggest contribution per head.

These raised the rest.

widow worn out by the strain of providing for a family; the Christmas hampers for those deprived of other cheer; the new winter coat—all given without embarrassment, fuss, or publicity.

The Fund runs NALGO's two convalescent homes—Knole Lodge, Bournemouth, opened in 1946 as a memorial to the 2,000 NALGO members killed in the war, and Cyprus Lodge, Lytham St. Anne's, opened five years later. More

than 10,000 members have recovered strength and vigour in these two fine homes. One of them writes: "The happy atmosphere, excellent meals, the kindness and thoughtfulness shown to us, will always remain as a very pleasant memory."

Homes for the old

More and more old people need help. Already, the Fund is helping to maintain 24 members or dependants of members in the four homes run by the Crossways Trust, of which it is a Founder member, and in some of the Cheshire Foundation homes. But there is still a long waiting list of old people urgently needing a home in which they can spend their last years in comfort and warmth, free from worry and loneliness.

Next year, NALGO's Conference is to be asked to build and equip a NALGO Home for old people.

Earlier this year, the Fund was able to give many of those it helps a small share in the greater prosperity the rest of us are enjoying. When national insurance pensions and benefits were increased, it agreed to maintain its own supplementary grants, instead of reducing them as it might have done.

Self-supporting

This was a decision every NALGO member must agree with. But it has already "cost" the Fund £19,000—money it could have saved had it reduced its grants by the amounts by which the insurance benefits of those it helps were increased.

Many members do not realise that the Benevolent and Orphan Fund is entirely self-supporting. It gets no money from the Association. Its whole income is made up of subscriptions and donations.

When Cardiff branch gave it the sixteen guineas profit it had made on a flower show in

THE WIDOW'S TALE

Mr. A. died in 1957, leaving a widow of 42 and four children, 14, 10, 9 and 5. His widow took a part-time evening job and supported her family for three years. Then she developed arthritis, making her work slow and painful, and fell into debt. As soon as her plight was reported to the Fund, it paid off her debts and made her a weekly grant.

1914, it started an avalanche of gifts for the Fund. Thousands of whist drives, socials, dinner parties, sweepstakes, raffles, have swelled the Fund's money-chest.

Districts have competed with each other in generosity towards their colleagues. Three trophies—the "Sir Homewood Crawford" and "Viscount Wakefield" shields, and the "Bridlington Cup"—are given to the districts making the highest contributions per head each year. Every branch reaching its first £1,000 gets a Diploma of Merit.

A new scheme by which members can covenant to pay their subscriptions for seven

THE BOY'S TALE

John lost his father a few months after he was born. His mother found a permanent job in local government and struggled hard to educate her son, who gained a scholarship to a boarding college. She died when John was 16.

John was placed in the care of a friend of his mother, the education authority agreed to provide him with clothing, and the Fund is giving him pocket money and will help to maintain him until he can earn a living.

years is being prepared. Such covenants qualify for tax relief, increasing the Fund's income at no cost to the subscriber.

Few charities are run so efficiently—or so economically. Of every £10 collected from NALGO members, more than £9 goes into the pockets of the people helped. That is because most of the work is done by voluntary committees in branches, districts, and on the N.E.C. The full-time staff comprises only three people.

Some members are surprised that a Benevolent Fund is still needed today. But the Welfare State has many gaps—as all would realise if they could see the scores of personal problems solved each month by the national and district B. and O. Fund committees. In fact, the needs are greater than ever—and they are still growing.

It is the proud boast of NALGO's Benevolent and Orphan Fund that it has never refused a genuine call for help. May it never have to do so.

WELL SPENT!

224,000 of NALGO's members each gave at least a penny a week to the B. and O. fund last year—a total of just over £59,000. Another £16,500 was raised by branches.

Of this, the fund spent: £4,100 in weekly grants to 687 widows and their dependants.

£13,900 in cash grants to 240 members and their families.

£4,100 on holidays for 338 beneficiaries who could not otherwise afford them.

£2,600 on Christmas hampers for 748 families.

£779 on helping to maintain and educate orphans of members.

£751 on birthday gifts to 69 children of members killed in the war.

£820 on sending 79 members to one of NALGO's two convalescent homes.

The rest went towards the upkeep of the two convalescent homes, to other homes supported by the Fund, or was used for the Fund's other purposes.



Nearly £7,000 down

Of last year's income of around £75,000, nearly £60,000 came from subscriptions. The rest came from donations—by branches and members.

But the total—though £3,000 more than in 1959—was not enough.

For the first time in its history, the Fund was "in the red"—to the tune of £6,674. That was the amount by which demands on it exceeded income.

The Fund committee has taken swift action to deal with this situation. Its chairman, J. W. Edmonds, has announced a new income target—of £100,000 a year.

Just what happens to the fourpence or more that you pay into the Fund every month, and to the donations from branches and individuals?

The words of people who have received help when they

bers. Every member of NALGO is asked to subscribe at least fourpence a month—a minimum unchanged for ten years—but the decision is voluntary. Last year, 84 out of every 100 subscribed—but 16 did not.

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The words of people who have received help when they

The day top management went back to school...

I CAME to Bournemouth in the afternoon, as the autumn sun was drawing flashes of light from the windows of the seafront hotels. But my destination was not the beach, where late holidaymakers were taking a stroll before their evening meal.

My trip from London was to do with gas—my goal, the Southern Gas Board's training and education centre at Bourne Valley, just outside Bournemouth. The Germans bombed Bourne Valley in March, 1941, during the lunch-hour. They destroyed the foundry, smashed the canteen, and killed 35 work-people.

New life

It looked like the end for the works, which was once the principal station of the Poole Gas Company. In 1956, however, it took on new life when it became the scene of one of the gas industry's most important ventures in training and education.

Late in 1956, the Southern Board spent the small sum of £5,000 to convert part of the former refectory into a brand-new training and education centre.

To the new centre, early in 1958, came a number of slot collectors and meter readers. They came to study the new methods and systems introduced into their jobs a few months earlier.

They were the first of many. To date, more than 1,200 managers and supervisors, showroom staff and salesmen, telephone inquiry clerks, distribution and gas-fitting supervisors, and, of course, the original slot collectors and meter readers, have taken courses at the centre. Many of them are NALGO members.

Now the Board claims that it would be difficult to find a single staff employee or manager who has not been to Bourne Valley.

"We started at the top and worked downwards," explained Mr. Dorian Hill, the centre's chief. "For example, most of the board's senior officers attended a week-end course in April, 1959. They worked out problems of 'communication' in board management."

Efficiency first

Mr. Hill, big, energetic, with unruly hair, is an enthusiast. He has a Cambridge M.A., and is an Associate of the Institution of Gas Engineers.

NALGO negotiators know him well, from his years with the Gas Council as employers' side secretary to all the National Joint Councils and negotiating committees, except for the Senior Gas Officers' Joint Council.

He vigorously rejects any suggestion of false sentimentality about his job as training and education officer:

"The only justification for industrial training is that it im-

proves the efficiency of industry," he told me. "Other aims, such as producing better citizens or giving employees equal opportunities, can never serve as the main aim. It is true that these are by-products of our training activities. But to regard them as our main objectives would, in effect, mean that we were doing no more than provide another welfare service."

The centre's courses are essentially practical. A feature is the whole-hearted support of top management.

On the "battlefield"—the muddy trench where main-layers learn the standard techniques adopted by the Board a few years ago—Instructor John Symes told me that regional and district managers had taken their turn on the job.

And, in the gas-fitting section, Gerry Taylor, the senior gas-fitter, showed me the benches where senior officials had studied the intricacies of installation and servicing.

Always learning

The recently completed central heating and warm air training section will be the first in the country.

"An important part of our work, particularly in the early stages, was the transmission of suggestions received during our discussion sessions," said Mr. Hill. "This was shown up very strongly after our new methods of slot collection and meter reading were introduced. Inevitably there were difficulties, and I believe that several were solved by suggestions made during our courses."

"Of course, we are always learning, too," Mr. Hill's assistant, Michael Wyler, told me. "We are greatly helped by the answers to the anonymous questionnaire on the course given to every student."

Mr. Wyler, a former schoolmaster, was appointed assistant training and education officer to the Southern Gas Board in 1959, after two years with the Board.

He shares his chief's enthusiasm for the job.

"There are two sides to it," he explained. "First, there is the practical training itself, which is perhaps the most important.

"But our department's second title is 'education.' We are working in a long-established industry, where many attitudes are being changed and modified. In such a situation, industrial education is essential."

One thing these two men have in common is a firm belief in the future of the gas industry.

Five men who have all taken a course at Bourne Valley are members of the committee of the Southampton gas branch.

Their president, Bill Sandys, told me: "I thoroughly enjoyed my time there."

All five work in the customer accounting department of the board at Southampton.

"Perhaps the most important

A "main-laying" class on the famous "battlefield." Even managers and supervisors volunteered for these practical and highly realistic courses.

HUGH ANDERSON with the unsentimental enthusiasts in charge of a gasmen's 'polytechnic' by the seaside

result," said branch secretary D. Drinkal, "is the contact achieved with other departments. It is refreshing to meet face to face the man you have been talking to on the telephone for a year or so."

W. H. Thomas, branch chairman, has himself lectured at the centre—on slot collection and meter reading. As Mr. Hill explained, he and his staff are not qualified to deal with the whole range of technical subjects covered by the courses. For many, they engage lecturers, usually from the board's staff, while they are grateful, too, for the help they get from the board's senior officers, who lecture on their own subjects and their aspect of the organisation.

Apart from the residential courses, which are the main bulk of the centre's work, the department will help employees

to take part-time courses, too. In the twelve months ended March 31, 1961, 131 people had accepted this help. They included employees studying for secretarial, professional, Higher National Certificate, and—the exceptional few—for degree examinations. Each course is designed to suit a particular individual.

This example of flexibility is followed throughout the department's work.

Flexibility is the key, for education in industry implies flexibility. New training techniques are being tried out here, just as new manufacturing methods are being studied in the gas industry.

The centre's job is to ensure that employees will be able to keep ahead of these changes, and build a bright new future.



Better salesmen in the making. Dorian Hill, the centre's chief, (seated) centre facing) visits a class. "We learn a lot," he explains.

Understand how it's made, then learn to install it, is the motto of the big new appliances section.



MARION THOMAS meets the members who are

TURNING DENTISTRY INTO A FINE ART

and finds that the modern precision they bring to their ancient craft contributes to the well-being of millions

"WHEN YOU see a child with a cleft palate speaking and eating like other children, and you know that this has been achieved through an appliance you have made, then you feel that your work is really worth while."

This is how a dental technician summed up the hours of intense concentration and manual dexterity which go into the making of dental appliances, when George Whisker, NALGO member and surgical technician, showed me round the laboratories of the Eastman Dental Hospital recently.

Watching the white-coated technicians at work at the long benches, with their bunsen burners, coils of fine wire, tools, and apparatus, I was struck by the combination of qualities needed to make a good dental technician. His work calls not only for scientific precision, great skill, and delicacy of touch, but also for an artistic sense. He must visualise the finished appliance as part of a whole. Only by doing this can he make sure that it will be in harmony with the patient's facial characteristics.

So he must serve a five-year apprenticeship before he becomes a fully-fledged technician. During this, he must learn the chemistry of dental materials, as well as the mechanics of dentistry.

Delicate splints

Besides artificial teeth and "bridges" to replace missing teeth, the dental technician makes metal splints for fractured jaws, and appliances to compensate for the loss of facial or jaw tissue. There have been great improvements in dentistry during recent years, and the emphasis now is on saving teeth rather than extracting them. The technician often has to make delicate splints of fine metal wire to anchor loose teeth whilst the patient is having special treatment for the gums. Yet another part of his work is the preparation of crowns in porcelain and inlays made in gold,

known to the layman as "fillings."

Dentistry cannot claim to be a modern science. The ancient Aztecs used precious metals, and even jade, to replace teeth. The Etruscans and Romans used animal teeth.

In more modern times, artificial teeth were carved out of ivory or bone, but these were solid and cumbersome. All sorts

of substitutes were tried—even human teeth gathered on the battlefield—but it was not until the accidental invention of vulcanite, towards the middle of last century, that the first plastic material was used for denture bases. Vulcanite was used until the last war, when later plastics replaced it almost entirely.

To me, the most fascinating part of the technician's work was the making of orthodontic appliances to correct irregularities, chiefly in the teeth of children. Minute force, exerted by thin metal wires, is used to move teeth forward or backwards, or even to turn them round completely.

Turning a tooth

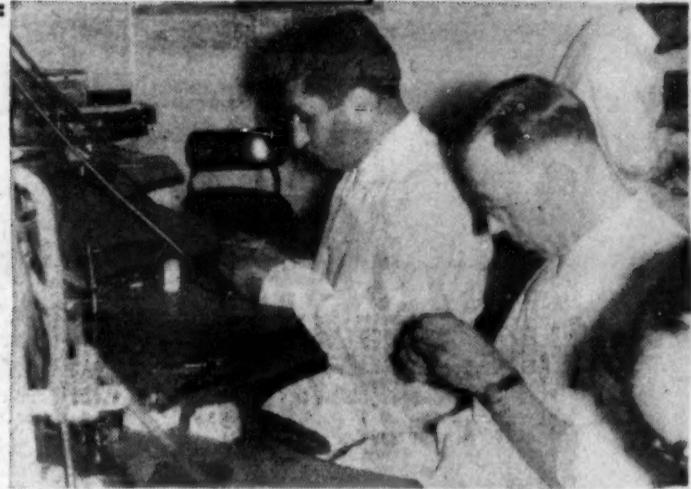
I was shown plaster casts of twisted, badly-spaced teeth, some of them seemingly hopeless cases. But, with the correct metal supports, they would gradually be brought into line.

"Nowadays," Mr. Whisker told me, "it is possible to move a complete tooth, root as well, either backwards or forwards inside the gums, by using a specially constructed appliance."

"In the old days," he went on, "this kind of treatment was very costly. Now, it is available to all. These cases are referred to us by the patient's own dentist, since ours is a teaching hospital, equipped to carry out the most complex and detailed work."

"Even some adults can benefit, since a great deal can be done to correct bad faults in the teeth of a grown-up."

I examined one of the appliances used in such treatment. It was made of plastic and metal, and weighed next to nothing; yet the strength exerted by the slender wires would be enough to straighten extremely crooked teeth in a few months. There



Members George Whisker (right) and Herbert Close work on the wire used for dental appliances.

ished, the appliance is cast in metal—usually chrome cobalt, which has many advantages. It is lightweight, resilient, and strong; but it needs the utmost precision in working, since, unlike gold, it cannot be soldered together.

Tooth colour is carefully matched to the patient's own teeth, and the surgeon also describes the shape of tooth to suit his face: a long face usually needs long teeth, and a round face short ones.

I left the hospital with a new respect for the skill of these craftsmen. Their work is little known, yet it contributes to the happiness and comfort of millions.

"Public Service" reporter Marion Thomas is shown an articulator, which reproduces jaw movements.



Member Miss Vera Boyal examines some plaster casts in the hospital store.

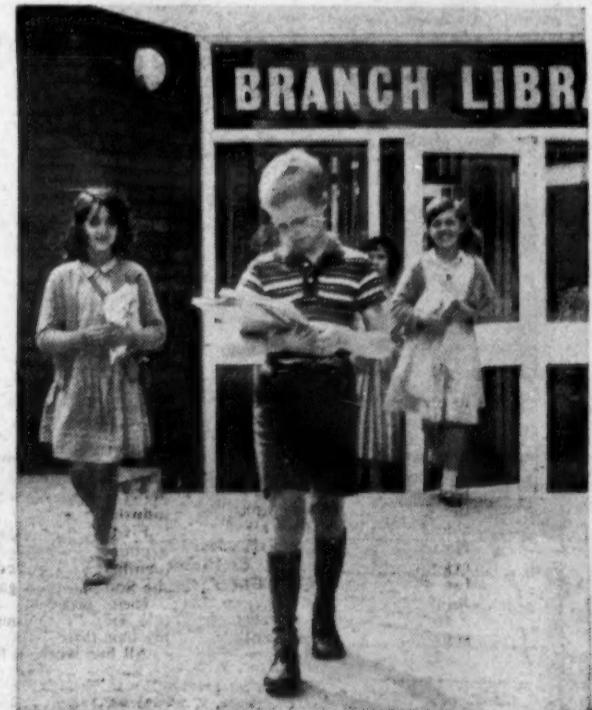
'Our library,' say the kids

ONE OF the busiest jobs done by a NALGO member is that of children's librarian. At the new library in the Regent's Park redevelopment scheme in St. Pancras, she is Mrs. Maureen Hawes, and, in the picture on the left, you can see her issuing books to a happy crowd of children.

The library has been open since June, and, from the first day, between 600 and 700 children have borrowed 1,300 books a week. Most of the children—aged between seven and 14—have become regulars. They now regard it as "Our library."

The library is in a light, airy room with modern fittings. There is a raised platform for the reference section, and a quiet corner for homework. The whole is divided by a glazed screen from the adult library, and forms part of the ground floor of a new five-storey block of flats. The children's library can be reached by a pedestrian precinct (right).

Mrs. Hawes is keen to make the library widely known, and hopes to arrange visits from local schools. She feels that, as it is their library, the children should learn how to make the most of it: how to use the index systems, the reference books, and the encyclopedias.





The 12th-century town hall at Echternach, one of the most popular holiday centres in Luxembourg.

TRADE UNION AND TOWN HALL IN LUXEMBURG

EFFECTIVE TRADE UNIONISM for five shillings a year—that is the bargain your opposite number in Luxembourg gets. The annual subscription for members of L'Association Générale des Fonctionnaires de l'Etat et des Services Publics (A.G.F.) of the Grand Duchy of Luxembourg, is 35 francs.

President of this 6,000-strong union is M. Pierre Camy, a first secretary in the Ministry of Economic Affairs, for A.G.F. covers not only local government, but all government departments, including the police, teachers, customs officers, and post office employees. The only exceptions are employees of the state railways, and a few local government officers, who have formed their own unions.

I asked M. Camy how the union managed on so small a subscription.

"We have no full-time officials," he explained. "And, then, this is such a small country that travelling and subsistence expenses for meetings are low."

He showed me the annual accounts for 1960. Income was about £1,800, of which something like £1,500 came from subscriptions. Main expense was £700 on the union's journal *La Voix de la Fonction Publique*.

La Voix is published three times a year, and has a circulation of 7,000. It is written mainly in French, but some articles are in German, for both languages are recognised as official.

Leave and pensions

M. Camy told me something of the work A.G.F. does.

Salary negotiations do not play a big part. The last complete revision of salaries was in 1948, and it was then agreed to increase them automatically by five per cent after each five per cent rise in the cost of living. But, every three years, a review of grading is carried out, and A.G.F. has been successful in securing higher gradings for many of its members.

It is in the fields of leave and pensions that A.G.F. has made most progress. A recent claim for improved leave has resulted in a minimum of three weeks for all employees. The working week is a 40-hour, five-day one, and all officers receive 15 days' annual leave in their first five years of service. After that, it goes up to 21 days. Further increases are given on an age scale, resulting in a maximum of 26 days from the age of 40.

The pension scheme, which was improved in 1959, is complicated. Broadly, it provides for a seven-tenths pension after 40 years' service for men officers and 90 per cent of this for women. There are provisions for widows' pensions, which vary according to the number of dependent children.

Pay and prices

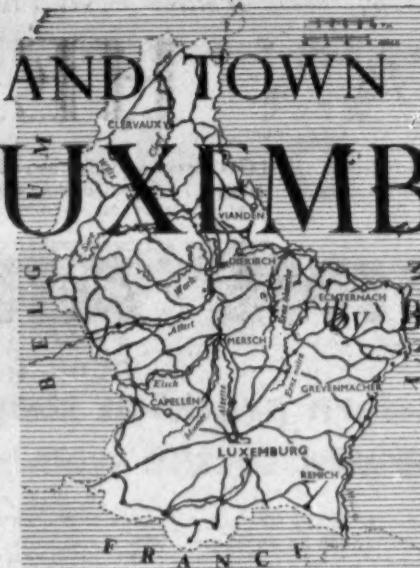
M. Camy gave me some idea of the earnings of Luxembourg public servants, and how prices compared with ours.

Taking maximum salaries, here are some examples:

General clerk	£750
Public health inspector	£840
Deputy librarian (pop. 70,000)	£1,210
Weights and measures inspector	£1,250
Schoolteacher (secondary)	£1,375
Chief officer (largest towns)	£1,800

To compare prices was more difficult. The cost of living in Luxembourg has been fairly steady over the past five years, but food prices generally are higher, and restaurant prices much higher, although the meals are better in all classes of establishment. Rail fares are about the same.

Clothing is slightly dearer—a pair of shoes priced at £3 10s. here cost me just over £4. House prices are high, and, for example,



communes were responsible for many of the social services for which we in Britain look to the state. For example, the commune will help maintain a decent standard of living for the family of a young man called up for national service.

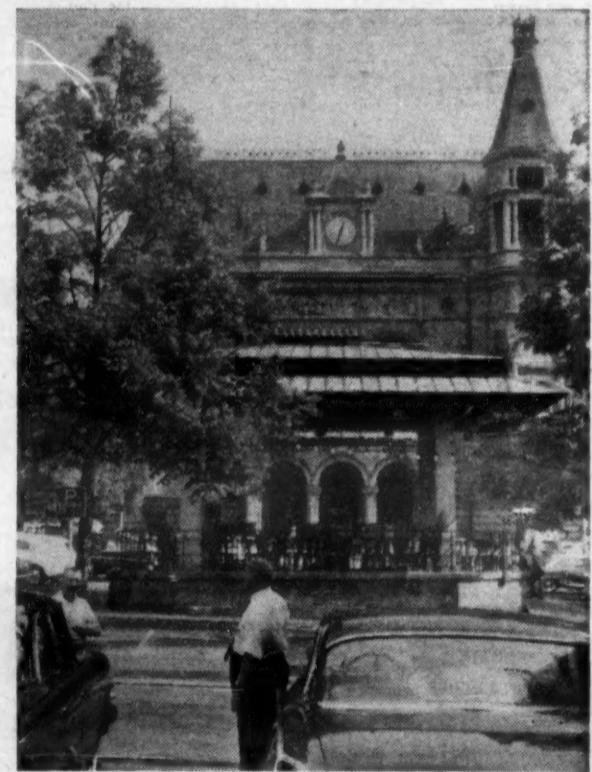
Elections for the communes are held every five years, and the number of councillors varies from five in a small commune with a population of 2,300, to 25 in the city of Luxembourg with a population of 80,000.

M. Henri Beck, town clerk of Luxembourg, explained that, from the 25 councillors, a board of aldermen was elected, comprising seven members, including the Burgomaster.

Policy and power

The council is the policy-making body, and the board of aldermen form the executive to implement the policies. The Burgomaster has considerable personal powers, including absolute control of the police. But he is elected by the council and is not a state official as in some European countries.

M. Beck's duties are similar



The city of Luxembourg municipal tourist office is in one of the many attractive squares.

An old-fashioned exterior hides a modern efficient interior at the town hall in Luxembourg.



to those of a British town clerk. He acts as the council's chief executive officer, but, whilst he is a lawyer, he told me that this was not usual in Luxembourg.

There are five other chief officers in the capital's administration: a chief constructional architect, education director, chief officer of the abbatoirs and markets, chief officer of public works (covering fire brigade, cleansing, roads, and sewers), and an engineer director dealing with public utilities.

It is difficult to say if we could benefit from a study of Luxembourg systems in both trade unionism and local government. But, certainly, they are anxious to learn from other countries, and everybody I met displayed a keen interest in the British municipal system and our trade union movement. This is in spite of the fact that their motto is a most conservative one—"We want to remain what we are."

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It's no longer enough to offer a secure job

Security is no longer a sufficient inducement for recruitment to the public services. The competition with industry is now far too strong. The public services must raise their rates of pay, lower their standards, or face a staff shortage.

Civil service warning

This was the warning given by Mr. J. Leslie Williams, general secretary of the Society of Civil Servants, when he spoke to the North Eastern district week-end school at Beadnell last month.

Speaking on "Trends in trade union salary negotiations," he said that the public services had to rely on good management rather than external pressures, since there was less compulsion on them to adjust staffing procedures to changing conditions.

Mr. Williams referred to the many Royal Commissions which had reported on public



F. Bainbridge, North Eastern district committee chairman (left), discusses a point with lecturer J. Leslie Williams.

services in recent years. "They all seem to have come to the same conclusion," he said, "that the public service should be a good employer. It has also been said that political controversy should be avoided, and that public servants should not be subject to government expediency. But look at what is happening now."

Research unit secrecy

Of the civil service pay research unit, he said that outside employers would co-operate with this only under the seal of secrecy, and members had to trust their negotiators because that secrecy had to be maintained. The unit had, however, brought some good results in the way of pay increases, and this in turn had affected other sections of the public services. Plans had been made to have an annual review of civil service pay, based on movements in the index of wage rates, supplemented by a five-yearly survey by the pay research unit; but these had not been ratified.

Mr. Williams suggested that a "Built-in" system of inflation was being created in the national economy. This was why the government was trying now to measure productivity, and to gear wages to it.

"The trade union movement," Mr. Williams concluded, "should consider how much productivity can be pushed up, and how management and know-how can

be improved in each of our industrial and administrative fields. We cannot stand aside and merely study the present trend—we must be in on it."

Other speakers included John Sutcliffe, Middlesex county council P.R.O., on "The place of public relations in furthering the Association's policies," and A. E. Fitton, N.E.C., and J. C. Hamilton, chief organisation officer, on "Branch management." There were also sessions devoted to a demonstration of a branch executive committee at work, and an "Any Questions?" forum.

NALGO's President, Raymond Evans, opened and closed the school.

TRADE UNION QUARTERLY

Not the least impressive feature of *Trade Union Affairs*—the only review devoted entirely to the important field indicated by its title—is the variety of its contents.

The third issue includes articles on "Balloting and the Electoral Reform Society," "The production of the *British Worker* during the general strike," "Schoolchildren and the unions," and a symposium on "Radiation in Britain."

The review is published quarterly, and individual issues cost 3s. 6d. from booksellers, or 4s. post free from 62 Devonshire Chambers, 146 Bishopsgate, London, E.C.2. The annual subscription is 14s.

BOOKS

by Laurence Welsh

Do services satisfy?

A COOL, objective look at the social services, made by the eminent research body, Political and Economic Planning, shows which of them benefit, to be the most helpful. Their views are embodied in *Family Needs and Social Services* (Allen and Unwin, 30s.).

The health services proved the most widely used and the most valuable. Asked about the quality of the service, mothers complained of slowness in hospital outpatient departments.

School library in education

The purpose of R. G. Ralph's *The Library in Education* (Phoenix, 15s.) is to show "the school library as an instrument of education." It is written for teachers, and especially for those who have some interest and training in librarianship, and it is an attractive and persuasive little textbook.

Mr. Ralph's case would have been strengthened if he could have shown how far progressive education authorities accept it by employing professional librarians, instead of leaving this work in the hands of teachers, who have many other responsibilities.

Librarians will hardly need to be told what Mr. Ralph has to say; but they will welcome his implication that it would be a good idea to employ more "professionals" in this field.

indifferent general practitioners, or difficulty in procuring subsidiary services, notably family planning; but complaints were not general.

Housing came in for the severest criticism, though only 25 per cent of the sample had had experience of it, as against 99 per cent who used the health service.

"The bulk of the dissatisfaction arose from unmet demand and very little of it from dissatisfaction with services received," comments the report.

Schools get high marks

Parents' views of the educational system were generally favourable, though there was some criticism of junior and secondary modern schools, large classes, and lack of discipline. This was in 1957, and efforts to remedy these defects may now be bearing fruit. Over a third of the mothers wanted to know more about what went on in their children's schools.

The sample was drawn only from families with dependent children. Old people in retirement were therefore excluded, and services providing for them were thus not under review.

The report shows that the welfare state has not eliminated want and hardship.

One of NALGO's longest-serving district officers is to leave the Association's service this month. He is Harry Hallsworth, who, since 1948, has worked in the Yorkshire district.

He has been appointed establishment officer of Leeds corporation, in succession to the late David Newman, who was also, at one time, one of NALGO's organising staff.

Mr. Hallsworth joined NALGO's staff after 18 years' membership of the Association. At the time of his appointment, he was secretary of the Beverley branch.

He has been active in the staff's own trade union—the NALGO Staff Association—as a member of the Staff Whitley Council, and, for the past two years, as vice-chairman of its executive committee.

'NEW T.U.C.? ASK HEALTH MEMBERS

A suggestion that NALGO should unite with the other "white collar" workers to form a new TUC, separate from the present Congress, which (it was said) consisted mainly of manual workers, led to lively discussion at a one-day school organised by the Dartford hospitals branch on October 14. It was clear that members were radically divided on this question.

The theme of the school was "Collective security and you," and the 30 students were given a complete picture of NALGO's trade union activities.

Ron Hill, NEC, described the Association's work since its formation in 1905. He dealt with its future role in the increasingly complex trade union field, mentioning its possible affiliation to the TUC.

Perils of apathy

The perils of apathy were pointed out by Edward Alderton, NEC, taking as the subject of his talk the "You" of the title theme. He emphasised the importance of every member taking an active interest in the Association's work.

A "Brains Trust" of five NEC members, Mr. Alderton and Mr. Hill (local government), Ron Creed (electricity), Fred Eade (gas), and Robert Morgan (health), answered questions on the closed shop, strike action, academic qualifications, and affiliation to the TUC.

Foundations of a speaker

"FRESHLY-LAUNDERED snug-fitting underclothes" as an aid to good public speaking—this surprising advice came from John Sutcliffe, public relations officer of Middlesex county council when he spoke at a "Contacts" conference, held at Weston-super-Mare on September 22-23.

The conference was arranged by the East Midlands district public relations committee as a prelude to a programme of trade union education; and the theme was contacts within the Association, and between members and the public.

The role of the branch magazine was strenuously asserted by John Fraser, editor of the Leeds "Guildman." He defended freedom of expression and an editor's power to lead opinion.

A warning of the pitfalls facing the novice, and hints on breath-control and clear speaking were given by Mrs. J. Scott Matthews, who lectures in public speaking.

The conference closed with a forum in which speakers, district P.R.O.s, and district officer, dealt with a variety of questions, including press contacts, ginger groups, and the censorship of magazines.

YORKSHIRE D.O. LEAVES STAFF

One of NALGO's longest-serving district officers is to leave the Association's service this month. He is Harry Hallsworth, who, since 1948, has worked in the Yorkshire district.

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player," he says in the introduction to his book, *The Right Way to Play Badminton*. "My only highlights have been to represent Kent once, and to have twice won the London business houses singles and the men's doubles championships."

He has been a London county council badminton instructor for some years, and is an executive member of the Kent county badminton association.



Devon cream!

Three sunny smiles from (left to right) Ruth Seleck, Shirley Jackman, and Ethel Santer, of the clerk's department of Totnes R.D.C., who are members of Paignton and district branch.

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Readers' forum

'Many chief officers back strike policy'

"A CHIEF officer" suggested recently in *The Municipal Journal* that NALGO's decision to add a strike clause to its constitution might make chief officers wonder whether to continue as members of the Association. The general secretary provided a full reply, which was printed; but I think it should be added that many chief officers support the Conference decision — probably more than care to say so.

The chief officers who consider that it would be improper for them to strike are usually those in large authorities, whose salaries are such that they do not need to worry unduly about the comparative small increases awarded from time to time.

But there are many chief officers in smaller authorities who have the same statutory responsibilities, but who are paid little more than their own staff—who, in turn, are underpaid by comparison with salaries outside the service.

Local government officers are one body, not "sheep" and "goats" or chief officers and "others." They should negotiate as a whole, and stand by one another.

It is unfortunate, of course, if a local authority loses its chief adviser temporarily because of a strike. But then it is unfortunate when the country as a whole is affected by strikes. It is a sign that something is wrong, and the employers are unlikely to be guiltless.

"A chief officer" wrote: "Society could not contemplate any risk or likelihood of chief officers withdrawing their services at short notice . . ." and, "Any-one in charge of refuse collection, sewage, and drainage could not contemplate not being on the job."

How is it, then, that society can tolerate sorely needed food rotting in the docks during the frequent strikes of dockers, or the misery and worry caused by strikes of workers in public transport, or the damage to the nation's earning capacity done by strikes among those in the export industries?

It is time the people who strike now learned that there are others who could do so if they wished—reluctant though they may be to use this power.

Strikes nearly always bring some benefit to the strikers and this can only be at the expense of other workers—there is only one national cake, and, when some people get a bigger slice, others will get a smaller one.

Why, then, should chief officers give up the only weapon a ruthless employer respects?

CHIEF OFFICER FOR 14 YEARS

"Will hinder recruitment"

I agree with one of your correspondents last month that NALGO has done so well without strike powers that it is foolish and provocative to take them now.

The situation is, unfortunately, much worse than he suggested. NALGO has made a blunder of timing which will put back its growth ten years at least.

I agree that, with most members more satisfied with their pay than for a long time, a big recruiting drive in the health service would have been perfectly timed. But I am afraid it is doomed to failure.

Already, NALGO has been rebuffed by many medical auxiliaries, ostensibly over the amount of affiliation fees, but, in fact, because the great body of orthoptists and their colleagues do not want to be

connected, in any way, with strike action.

Now I see that T.U.C. affiliation is coming up again. While both this and the ability to strike may well be necessary, they will prove an impossible handicap in the "wooing of the nurses."

These two controversial matters should, for NALGO's sake, have been conveniently shelved for a year or so. If only on the grounds of expediency, our union should have kept for a little longer the popular image of uniqueness and responsibility.

15-YEAR PAUSE "Behind since 1946"

"N.E.C. REJECTS PAY FREEZE" says the front page of the September *Public Service*; but, as I write this, NALGO does not seem to have done anything about it.

Members have suffered from a "pay pause" ever since 1946, as shown by the graphs on page 8 of the same issue. Ever since then, their salary scales have been behind prices, earnings, and wage rates, because NALGO's pay claims have always been from six to 12 months behind those of other unions.

The remedy seems to be a pay claim for all grades every year, put in at the same time as those from the unions representing manual workers in the service.

It is now 18 months since the last claim, and 14 months since the last settlement came into force. It is time NALGO woke up to these facts.

FROZEN AND NOW ICEBOUND
Cheltenham

"Frozen" will find his answer on page one.

ACID TEST

"Arguments are logical"

When D. R. Potts, discussing the "Acid Test" motion (*Public Service*, October issue), says that: "The arguments presented at Blackpool owed more to emotion than logic," he makes it quite evident that he has either not made himself familiar with them or has failed to understand them. They were presented in logical sequence, and will stand examination by Mr. Potts or anybody else.

If either of these correspondents has anything other than emotion, sentimentality, or hypothetical arguments to offer against the Acid Test case as outlined above, he may be sure that scores of thousands of members will be ready to be convinced of their error.

JOHN FRASER
51, Cookridge Street,
Leeds.

PRIVATE SESSIONS

"In our best interests"

Private sessions have not been so numerous as to be habit-forming, and, in my opinion, have always been in the best interests of NALGO and the membership as a whole.

This being so, R. A. Harding, whose letter you printed in September, can be assured that he has done the right thing in

joining NALGO; during my 38 years in the local government service, I have never failed to be justly proud to be a member.

I refute Mr. Harding's argument that communist infiltration is due to private sessions, nor do I need a reminder that delegates are the servants of the members.

It should be obvious that there is no difference in principle between rates and taxes and trade union subscriptions; they are all subscriptions towards receivable benefits.

Neither local authorities nor the government permit any freedom of choice in regard to payment of rates and taxes. If they did, they would soon find a large number of defaulters on grounds of "principle" or "conscience."

Conscientious objection to bearing arms is understandable, for it concerns the business of killing human beings, and there is usually a willingness to undergo some alternative form of hardship or to make some sacrifice. Where is the comparison with the non-member? I would be prepared to recognise conscientious objection in cases where the non-member would attempt to sustain a valid argument and would, as an earnest of his principles, refuse to accept salary awards negotiated by NALGO and pay them into the B. and O. Fund instead.

Mr. Potts' remarks about "hot heads" and "blackmail," which indict 99 per cent of delegates to the Blackpool Conference, are unworthy of comment. But his notion that a decision of Conference, carried overwhelmingly and with acclamation, should be allowed by the NEC to "quietly drop" is palpably dishonest, irresponsible, and deserving of the contempt it will surely arouse.

The answer to Mr. Caddick's assertion (*Public Service*, October) that: "The decision to withhold salary awards from non-members is quite impracticable," has already been given; it was applied in Coventry, where non-members conveniently forgot their scruples and came into NALGO for a mere ten bob a week, and it has been operating in New Zealand, by government decree, since 1921!

If either of these correspondents has anything other than emotion, sentimentality, or hypothetical arguments to offer against the Acid Test case as outlined above, he may be sure that scores of thousands of members will be ready to be convinced of their error.

A. M. J. MUN. E.
At long last, it seems as if a review of officers' travelling allowances is to be made. Only two or three months ago, it was reported that, on the strength of information supplied by the A.A. and R.A.C., there was no evidence to suggest the cost of running a car had increased. (I wonder why the people who run the cars were not asked?) Even at that time, we knew the road tax had been increased by 25 per cent, an extra tax on new cars was imminent, petrol was to be more heavily taxed, and there was a possibility of extra insurance costs. Yet there was

no case for an increase in mileage allowances.

When I was required to provide my own car for official use, nearly four years ago, I decided to keep a check on costs. In every sphere of motoring, they have increased—petrol, servicing, road tax, insurance, tyres, bulbs, and spares, and the cost of the vehicle itself.

But a delegate would serve no useful purpose if his branch could not trust his judgment and common sense when attending all sessions of Conference.

I made it quite clear to Conference that the figures quoted were purposely exaggerated, and it conceded, by the necessary majority, that a private session is to be private, and not open to every Tom, Dick, and Harry.

H. MOUSDELL

Council offices,
Neston.

35-HOUR WEEK

"And forced overtime?"

What is the use of NALGO trying to obtain a shorter working week, when, for many members, the 38-hour week is not enforced, but purely nominal?

Would it not be better to make the 38-hour week enforceable than to aim at a shorter week which might exist in name only? There is nothing whatsoever, at present, to prevent a senior officer from imposing unlimited compulsory overtime upon his staff for an indefinite period—unpaid in the case of those earning over £960 a year.

This happened to me recently. Repeated advertisements for staff produced no applications, and the department's strength was about half of what it should have been. The chief assistant therefore decided that we should all work overtime for an indefinite period. Nominally, it was voluntary—but heavy pressure was brought to bear upon anybody who did not volunteer. When I protested, I was reminded that I could be ordered to work every night if necessary.

The NALGO branch was unable to help. So I solved the problem by getting another job. But not everyone can do this, and, in any case, the position should not have arisen.

Surely an enforceable 38-hour week is preferable to a shorter week that exists only on paper?

D. J. GWYNN

High Easter Road,
Dunmow,
Essex.

NUCLEAR WAR

"We should be concerned"

If we visualise the functioning of democracy as a triangle, the population, with its miscellany of opinions, forms the base, the channelling and generalisation of policies, and the concentration of select representatives, the two sides, and parliament forms the apex. We participate in democracy not only by voting, but by letters such as this, by public meetings, discussions, and conference debates. I envy members of other trade unions their extra means of expression on issues of national policy, and I suggest that possibly affiliation to the T.U.C. is the magic touchstone to invigorate NALGO.

Unless the general public, that is you and me, are fully aware of arguments for and against important issues such as Berlin, unilateral disarmament, the Common Market, the Congo, and the future of the U.N., then we cannot be assured that parliament, on the principle that might is right, achieves a just conclusion.

Twelve years ago, a personal incident with some young Germans and Italians sparked off my reasoning on world affairs. Only within the last few years have I discovered that my train of thought coincides with that of thousands of others, and finds expression in the Campaign for Nuclear Disarmament. Do not dismiss us as idealistic beatniks but criticise us constructively. If we convince you of your political correctness, then we have been of service as a catalyst of democracy.

The threat of thermonuclear war overshadows both the present and the future. Is NALGO so preoccupied with

salary moans and the intricacies of differentials that it cannot thrash out an opinion on the most important question of all time?

H. MOUSDELL

25 Manor Road,
Roffey, Sussex.

NURSES' S.O.S.

"Down-trodden"

I was pleased to read the article, "Why Nurses need NALGO," and also Joan Vining's "Viewpoint" comments, last month.

I fully agree that action must be taken unless nursing is to remain the Cinderella of the professions.

Greater distinction should be made between the highly trained and only partially trained, both within the profession and among comparable workers in the social services — too many grossly unfair anomalies exist.

A health visitor's training, for example, consists of a full general training, followed by midwifery training and an intensive course to qualify for the health visitors' diploma—in all, 4½ to 5½ years of arduous training. Her maximum salary? £870—less than grade APT II paid to some untrained social workers!

A hospital sister gets less than APT II, while the lowest paid two-year trained teacher will soon be getting £1,200, and those with three years' training, considerably more.

I earnestly hope that NALGO will persuade nurses to accept proper negotiating machinery for their salaries. If they refuse, they will deserve to remain down-trodden and exploited.

A raised status, surely, must help to attract the right type of girl.

(MISS) M. E. SCHOFIELD
Clifton Lane,
Ruddington,
Nottingham.

SHOPS INSPECTORS

"Why not in the Charter?"

Public Service, in September, stated that "NALGO . . . intends to press forward with the policy agreed by this year's Conference of seeking salaries for all members that will be commensurate with the importance of their work."

I would like to remind the N.E.C. that now is the time to amend the Charter to include full-time employed Shops Acts inspectors and Young Persons (Employment) inspectors amongst the special classes of officers.

By being left completely at the mercy of the local authority to grade us at they please, we in Sheffield, for instance, are in the lowest grade possible. After 36 years' service I am in Miscellaneous VI at a salary of £825 a year.

As long as the N.J.C. continues to refuse to place us within the Charter, and the Local Government Examinations Board refuses to recognise the Institute of Shops Acts Administration examination, nobody cares, and we are abandoned even by those who receive our regular subscription — NALGO.

It is unjust that nothing is done to rectify this anomaly, which gives establishment committees a grand opportunity to refuse any application for the regrading of these posts.

JOHN ROSS
Weights and Measures Dept.,
Town Hall,
Sheffield 1.

It was agreed—and is so recorded in the "Charter"—that: "In the light of the fact that the appointment of Shops Acts Inspectors employed whole time on the duties of inspection under the Shops and other relevant Acts is limited to comparatively few authorities, the grading of such posts to remain a matter for the employing authorities."



Trainee engineers on a trip to adventure

A GEOLOGICAL expedition to Iceland—that was the unusual way in which three members of Kent county branch spent their holidays this year. They were Robin Fuller, Andrew MacBean, and Keith Ward, all trainee engineers in the engineering and surveying department at Maidstone.

Mr. Ward, the leader of the party, had been to Iceland three years ago; but, for the other two, this was their first trip there. Two other students went with them, and the party—the "1961 Expedition to Iceland"—was recognised and helped by the Royal Geographical Society.

After a civic send-off from Maidstone, the young men went by boat from Leith to Iceland. Their first view of the country was of the great ice cap of Valnajokull, rising 6,000 feet from the sea.

The purpose of the visit was to study volcanoes—amongst them, Katla which was due for one of its twice-a-century eruptions—and to make a geographical survey.

Over lava deserts

Altogether, the party travelled 2,250 miles by Land-Rover across Iceland, going where no car or jeep had ever been, and across lava deserts which they had been told were impossible to drive through. The only mishaps were a couple of punctures and an oil leak.

"People think that a summer holiday in Iceland means polar bears and Eskimos," says Mr. Ward. "Actually, the weather was the same as in Scotland during the summer, with plenty of mist and rain."

Only one-twelfth of Iceland is ice-covered. The population is small, and the standard of living the highest in Europe. Many people speak English, and the party picked up enough Icelandic to get along.

There was one disappointment—Katla didn't erupt after all. Nevertheless, they returned with much original first-hand information on Iceland's volcanic regions, plus a 16 mm. film record of their journey.

NALGO CHRISTMAS

Christmas is coming, so why not ask the Special Activities department (NALGO House, Harewood Row, N.W.1) to help, as described below. But send a remittance if you are ordering anything, please.

A PARTY

There's still time to book for NALGO's Christmas party. It will be held this year at the Chase hotel, Ross-on-Wye from December 23 to 27. The cost, including return travel by Pullman motor coach from London, will be 15 guineas.

A DIARY

Those well-informed members who already know the value of a NALGO diary will need only this short reminder to tell them that the 1962 diary is now available, price 2s. 9d.

A PRESENT

Do you have trouble choosing Christmas presents? Some discriminating people find that the perfect solution is a gift in the NALGO colours. There are blazers, sweaters, ties, scarves, cuff-links, and tobacco pouches to choose from.

Why not see your branch secretary who has a price list? Or write to Headquarters for one.

She's won!



There should be no shortage of dancing partners for 16-year-old Marilyn Walker, winner of the two guinea prize in our August "prettiest recruits" competition. Marilyn, a junior clerk in Stafford R.D.C.'s public health department, puts dancing at the top of her list of hobbies, but says she also enjoys swimming and table tennis.

Milestones

Good wishes go to the following who have retired recently: Percy Matthews, works superintendent, after 31 years with Southgate borough council. He was a member of the branch's executive committee.

Ithel Morgan, deputy financial officer of Pontypridd and Rhondda hospital management committee. He was a NALGO member for 47 years, a founder member of Pontypridd and Rhondda hospitals branch, and one-time B. and O. Fund secretary of Glamorgan branch.

OBITUARY

SIX MEMBERS DIE IN AIR CRASH

Tragedy on holiday flight

NALGO members throughout the country were shocked to read of the air disaster on October 7, when six members and six relatives of members were among the 34 killed when a plane on its way to Perpignan crashed in the Pyrenees.

The members, who were flying on a NALGO holiday arranged by Whitehall Travel Ltd., were:

Lindsay Gill, of Lanark county council rates and general section, where he had served since 1927. Mr. Gill was due to retire in three years' time. His wife was killed with him.

Mrs. Margaret Greenleaf, who had been a filing clerk in Southend-on-Sea town clerk's department for the past eight years. Her 15-year-old daughter was also killed. Both were on their first trip abroad. Mr. Greenleaf and an older daughter remained at home.

Samuel Hodson, clerk of Paignton urban district council since 1939. Mr. Hodson had been 31 years in local government, at Farnworth and Bolton before going to Paignton. He had served Paignton branch as treasurer (1931-32), secretary (1932-35), and president (1935-37), and represented it on the South Western district committee from 1932 to 1937. He had been a member of the national executive council of the Urban District Councils Association since 1939, and was its chairman in 1957-58. Mrs. Hodson also died in the crash.

Miss Barbara Jeckell, who was a secretary in the North-eastern division headquarters of British waterways in Leeds. She had worked there, and been a member of NALGO, since 1951. At various times, she had served on the branch executive committee. Her sister, Miss Elsie Jeckell, was also killed in the crash.

A. A. Roebuck, administrative officer in Slough sewage purification department. Mr. Roebuck had previously served seven years at Manchester.

"two of Swansea's leading young men."

"In the midst of the welter of the activity brought about by the revaluation of hereditaments, continued rebuilding in Swansea, revision of water charges, and the mechanisation of their department," it writes, "both these men devoted much time and attention—frequently after office hours—to assist the young men who were seeking qualifications."

Both had been members of NALGO from the day they joined the service.

We also report with regret the recent deaths of:

J. A. Robson, clerk and chief financial officer of Newbiggin-by-the-Sea U.D.C., and a member of Ashington and district branch. Mr. Robson was 58, and had been 44 years in the service.

J. G. Spring, St. Albans rural branch treasurer, who died on holiday at the early age of 53. Mr. Spring had served on all the branch committees, and had held all offices except that of secretary.

"COLIN'S" FUND BUYS SAFETY

Campers at Cayton Bay have contributed more than £60 to a fund in memory of Colin Foster, a member's son who was tragically drowned at the holiday centre in August. Mr. Foster's parents have generously agreed to make the fund up to £100.

The fund will be used to provide life-saving equipment at Cayton Bay. The resident manager, Norman Farthing, is arranging for portable lifeline apparatus, life jackets, and possibly rocket-firing lines to be available on the beach. There will also be an unsinkable float in the bay for swimmers.

Dr. I. Dunsford, Sheffield health services branch, who was at the holiday centre at the time of the tragedy, was responsible for organising the fund.

VALUE FOR MONEY!



THE FOLLOWING TABLE WILL REPAY STUDY!

Examination	Period	No. of NCI passes	Percentage pass	
			NCI	Other students
Diploma in Municipal Administration				
Intermediate	1951-61	817	56.7
Final Part I	1952-61	469	48.5
Final Part II	1952-61	628	54.9
Institute of Hospital Administrators				
Intermediate	1956-61	201	48.0
Final	1956-61	331	75.0
Weights and Measures, B.O.T.	1951-61	459	46.0
Clerical Division	1951-61	2696	68.8
Institute of Municipal Treasurers and Accountants	To date	18	47.4
Intermediate	To date	15	48.0
Final Part A	To date	19	53.0
Final Part B			40.6

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DIPLOMA IN GOVERNMENT ADMINISTRATION

Final Prize 1961

INSTITUTE OF HOUSING

Three Prizes 1961

RATING AND VALUATION ASSOCIATION

Six Prizes 1961

INSTITUTE OF WEIGHTS AND MEASURES ADMINISTRATION

Testamur Prize 1961

To the Education Officer, NALGO, 8 Harewood Row, London, N.W.1.

Please send a copy of the NCI prospectus to

NAME ADDRESS

Life is tough with the ruthless ones

Stanley A. Holland reports a callous competition

This month's competitor:

CAPITAL CLERIHEWS

It is a common complaint that we use too many sets of initials nowadays.

Prizes totalling three guineas—to be awarded at the editor's discretion—are offered for the best clerihews* using for their first lines any of the following:

The N.E.C.

The N.J.C.

The T.U.C.

The D.O.O.

(District Organisation Officer)

The H.M.C.

(Hospital Management Committee)

The P.R.O.

(Public Relations Officer)

Entries, giving name, address, and branch, must reach Public Service, NALGO House, Harewood Row, London, N.W.1, by December 1. Results will be announced in January. The editor's decision final.

* For the purposes of this competition, a clerihew is defined as a four-line verse, consisting of two rhyming couplets differing in length. The first line must be "The N.E.C." or one of the other sets of initials given above.

HOW CALLOUS can you get? This was the question our competition posed, and competitors were given Harry Graham's famous Ruthless Rhymes as a model for their heartless revelations.

To judge from the entries received, the answer to our question seems to be "very callous indeed!" Even the nicest of NALGO members went rushing off to his drug cupboard to get the arsenic. And, if you've heard of achieving

COMPETITION RESULTS

promotion by stepping into dead men's shoes, you can guess where the arsenic usually went—and why!

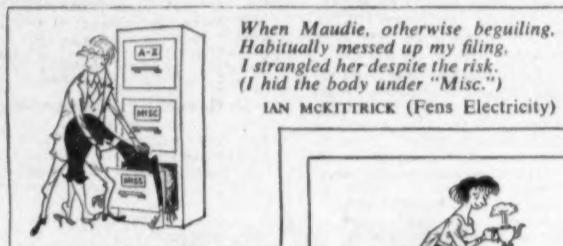
Out of a wide range of calamities, the most amusing was perhaps the horticultural gem submitted by G. S. Wright (High Wycombe and district)—though another of his verses was also in the top class. First prize of a guinea to him, then, for the following brace:

*Our Park Superintendent, Mr. Tubb,
Was devoured alive by a man-eating shrub.
While deplored the gluttony this reveals,
We don't like to prune it in case it squeals.*

*Bates, assistant surveyor, poor soul,
Impaled himself on a measuring-pole.
The Surveyor said, "Now who the devil
Shall I get to carry the dumpy level?"*



Runners-up were not hard to find, but the short list was finally whittled down to the following four, who share the remaining two guineas equally:



*Honest John, the Lab. Technician,
Drank his tea without suspicion:
Pity that he's taught his Flo
Things a widow needs to know!
N. MOORCROFT (South-east Kent)*



*The head of our salaries section
Died of a virus infection,
Causing us all much dismay—
We'd to wait a day longer for pay.
G. R. ASLETT (Portsmouth)*

*Jones must have an operation;
He swallowed a coin in just a flash.
The Board observe with consternation
They're two bob out in the petty cash.
MISS K. M. WATKINS
(Metropolitan regional hospital board)*

Many other entries might also have come straight from the Harry Graham stable. They afforded fascinating, though ghastly, glimpses of macabre happenings in the various services. For example:

*Old Tom at his presentation,
Overcome by agitation,
Succumbed to a heart attack.
Do I get my two bob back?
S. WESTBROOK (East Sussex)*

*I've brought the Chief Clerk his
tea.
What? His funeral's at half past
three?
I hadn't heard . . . he wasn't
old . . .
I'd better drink it before it gets
cold.
MISS M. SIMPSON
(Middlesbrough)*

*A dashing man, the rent collector.
His smile as sweet as honeyed
nectar.
He stayed too long at Mrs. Blank's.
Her husband came—no flowers,
thanks.
MISS M. LILLICO
(Ashington and district)*

*When dogs pursued our housing
chief
And made his trousers rather brief.
The council said they were content
That in the end he got the rent.
J. R. FINLAYSON
(West Cornwall)*

*Miss A. E. Giles (Brighton)
surveyed the field of human woe
very thoroughly and submitted
an impressively long entry. This
topical verse at least must be
quoted, even if it is about a
non-member!*

*I'm a dustman. I'm in clink.
Innocent, but what d'yer think?
Some old painting in me muck—
Duke o' Wellington—my luck.*

*And finally, a non-Graham
verse about another non-
member. But, as L. J. Warburton
(Milford Haven) says, can
you think of anything more
ruthless than this?*

*There's jam today for some they
say,
But what about the others, eh?
Tomorrow—no—not even then?
They wait for Selwyn to say
when.*

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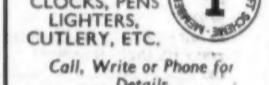
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50 years ago

From NALGO's Journal
November, 1911

The examination scheme is by far the most important development the Association has yet made. The scheme will give a new status and dignity to municipal service, and will increase the efficiency of local government administration. Possession of the diplomas and certificates of the N.A.L.G.O. will in course of time become an indispensable qualification for service appointments.

"The conversion of the Association into an examining and diploma-granting body must (if the new movement be successful) have consequences even more far-reaching than are, I think, generally foreseen. The admission into such an organisation as ours of two distinct classes of members, one certified and the other uncertified, is, if I mistake not, most unusual if not unprecedented, and is likely to result in complications against which, so far as I see, no provision has been made." (From a reader's letter.)

BILLY LIKES WALKING AND WAISTCOATS

A member of the Sunderland and South Shields water company branch has walked around the world five times—or at least the equivalent distance. He is Billy Sewell, the branch treasurer, who, for the past 41 years, has walked at least 50 miles a week.

In his younger days, Mr. Sewell competed in the London-to-Brighton walk, the Bradford 50 mile walk, and several international 50 kilometre events. He is a member of the South Shields harriers and athletic club.

Walking is not Billy Sewell's only interest; he is a top-rank amateur photographer, and he has a remarkable collection of fancy waistcoats—all made by his wife.

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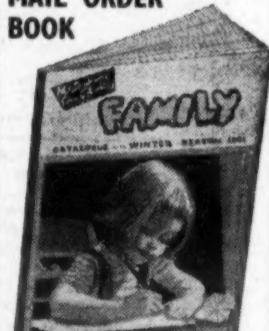
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'Students!—leave books a while for the real thing'

says NAXOS

ONCE WHEN I was in bed with lumbago, I did a revision of one of the NALGO correspondence courses. I also read Ian Hay's *The First Hundred Thousand*, a book of the First War infantry, which describes a young lieutenant instructing his men in fire control and marksmanship by means of an Army printed "landscape target" mounted on an easel, out in the open country where the platoon was surrounded by miles, acres, and great chunks of natural landscape.

I address myself to the swarm of teenagers, twentymen, thirtymen, and more, who at this season of the year fling themselves at correspondence courses, night schools, lecture attendance, and consumption of midnight units with the purpose of leaping high over examination bars, crashing into clerical grades and out into the wide fertile administrative professional and technical plains.

To them I say: don't get too bookish.

See them at work

As a tutor, I have been appalled by the confident ability of young students to reform the House of Lords when, although living within a short bus ride, they have never visited either House (there is no charge for admission).

Ditto the Law Courts.

Hint: when visiting the Old Bailey, take a thick law book with you. Not to read, but to sit on—some of the public galleries are so shallowly raked that without, say, Ryde on Rating as an aid to levitation, you will see nothing, but merely hear, as on steam radio before the days of St. Television.

In the Royal Courts of Justice, seek pearls of wisdom in whispered conversations with the janitors: as one told me: "No, this case won't take long—the Lord Chief is a three-furlong man."

You are set an essay on the demerits of the Aldermanic System. Do you grub among old books and fumble with lecture notes, retailing without fervour or conviction the half-comprehended views of other men? Or do you exercise your democratic right and lie off to a real life council meeting? There, do you note the irrelevancies, the pompous verbiage, the rudeness and overbearing temper, the dullness and obfuscation in debate (to be contrasted with the business-like orderliness, conformity with rules of debate, the scintillant coruscating wit which characterise your own branch annual general meeting)?

Whatever your profession in the great brotherhood of local government, all your working life will be controlled by statutes and statutory instruments. Have you ever seen one, read it, or do you rely on somebody else's potted version of it, dangerous in its use for its blunted imprecision?

Barbarian customs

Of course, all the best opportunities for first-hand study of governmental institutions lie in the London area, where the population is most dense. In my Cockney heart of hearts, I don't really bother much about the barbarians without the Wen. Nevertheless, even they have their Courts of Pie Poudre, and, ayont the Tweed, they have goodness knows what eccentricities and grotesqueries.

In London, you can even visit Carey Street. A girl I know got

* Very old joke. Please ignore.
† Sickening phrase. Please vomit.

a job as a receptionist at the Official Receiver's Office.

Ask the boss

Get your chief officer interested in your studies. He is bound to help. The treasurer will tell you of his long wasted years learning all about "notices in lieu of distraints," and how, in practice, he has never even met up with a distraint, let alone a notice in lieu.

The Town clerk will bore you with weak old student puns like administrators of the hanging lamp (*pendente lite*).

I am not privy to the jokes which surveyors use.

TAKE IT OFF YOUR TAX

(First of a new series in which John Lymester reminds readers of some of the income tax allowances they are entitled to claim)

Housekeeper allowance

An allowance of £75 is granted if the taxpayer is a widower, and has a woman relative resident with him as a housekeeper or to look after a child for whom he is granted the child allowance.

The same relief will be allowed to a widow.

If the widower or widow has no woman relative willing to act, then the claim may be made if some other woman is employed.



AT RANDOM

Big chief

"When my staff think alike, I know most of them aren't doing any thinking at all."

Loaded

The chairman of Acton court told a police officer: "If you have another day like this for drunks, you will have to ask the borough council to lend you a mechanical shovel."

Paper chase

"No wonder I couldn't find that carbon copy. It was filed in the right place all the time."

Safety last

Some motorists don't stop to think. Others don't think to stop.

Eternal Eve

"Please ma'am i am sorry that i was naughty but i was dared to by a girl."—Schoolboy's note to his teacher.

Staff report

Always tries to be himself. No ambition.

Safety slogan

Sign on the back of a florist's van: "Drive carefully. The next load may be for you."

Whiplash

"We appreciate that youth must be served, and, as your prospective representatives, we can assure you, too, that you shall receive a fair crack of the whip."—From a municipal election address.

Pay off

No matter how far money goes, it never goes as far as next pay day.

Flowers of speech

Librarian's report: "During the past year more new books on gardening have been provided to meet a growing demand."

Postbag

"I have applied for an extra baby. Will it come to you or me?"

Pot luck

Councillor Clott: "In everything I do, I have my corporation behind me."

Self-balanced type?

While scrambling over rocks on the Little Orme, Llandudno, last night, 14-year-old slipped and fell on to a ledge 200 ft. above a sheer drop to the sea. An ambulance man rescued him.—Press report.

Emergency

The clerk of works telephoned the manageress of the town hall canteen. "I'm running short of cement," he told her. "Got any of that pudding left we had for lunch?"

Junior time

"Mouse matron required for boarding school, 42 juniors."—L.C.C. children's department bulletin.

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Sign on the back of a florist's van: "Drive carefully. The next load may be for you."

"We appreciate that youth must be served, and, as your prospective representatives, we can assure you, too, that you shall receive a fair crack of the whip."—From a municipal election address.

HULL FIGHT AGAINST POLIO

NALGO members volunteer for the front line

FIVE P.M.—finishing time—the last papers studied, the last letters signed, the last maps put away. It was the end of a day's work, but, for scores of members, it was also the start of a night and another day of work away from their desks.

For this was Tuesday, October 17, in Hull. In the streets, a city's people queued for the "treated" sugar lump which would give them protection against poliomyelitis.

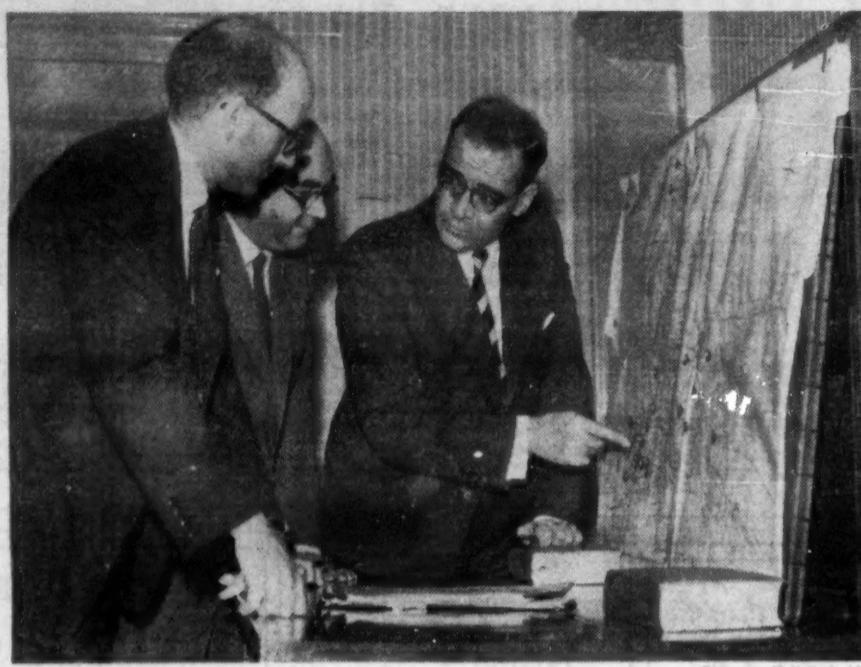
The city's health department—at its head, NALGO member Dr. A. Hutchison—had a small epidemic on its hands. Already, the staff, aided by hundreds of willing "amateurs," were manning more than 50 immunisation centres. But, five minutes after their opening time, the staff were almost swamped by their customers.

Staff to the rescue

Within 15 minutes, their calls for help had been answered. Scores of town hall staff were on their way to join them.

The decision which made Hull the first town in Western Europe to attempt to kill an outbreak of poliomyelitis by orally immunising the whole of its population had been taken five days earlier. It followed top-level conferences between Dr. Hutchison, Ministry of Health officials, and the city council, a week after the first cases of poliomyelitis were confirmed.

Already, Dr. Hutchison had ordered the emergency immunisation centres in the health



Campaign leader, Hull's senior Dr. A. M.O.H. assistants.

clinics to stay open every day of the week. And Wednesday, October 18, was made the deadline for the start of a massive oral immunisation campaign.

300,000 doses

Two drops of the vaccine are taken on a lump of sugar or in a teaspoonful of syrup. The problem was to arrange the urgent distribution, by doctors and nurses, of more than 300,000 doses to everyone living and working in Hull.

Normal working hours were forgotten. Planning went on all day and half the night as well. The W.V.S. and civil defence workers were alerted.

The education department gave space in 40 schools, and ten more fixed centres were set up in health department buildings, church halls, and a large central store. These were supported by 15 mobile teams, which went around visiting large

factories and all other schools. The first batch of frozen vaccine arrived at the Guildhall on Monday, October 16. Immediately, a squad of workers from the health department, the public health laboratory, and the city analyst's department started to de-freeze and dilute it. 150,000 doses were ready by Tuesday morning. And, as 12 more cases of the disease had been notified, Dr. Hutchison ordered the centres to open at 5 p.m. that day—14 hours ahead of schedule.

R.A.F. flies vaccine

By 9 p.m., 78,000 people had been immunised. The second delivery of vaccine was speeded up to arrive at 2 a.m. And a third delivery was flown from Folkestone by the R.A.F. to arrive at noon on Wednesday.

Throughout the night, the weary staff prepared the vaccine for opening time on Wednesday

—8 a.m. This was a record day. By 11 p.m., more than 157,000 doses had been given.

In the first 16 hours, more than a quarter of a million people had been immunised. By Thursday evening, the total had risen to 300,000.

The biggest mass immunisation ever undertaken in this country had been completed in two days—five days sooner than had been expected. And the local government service had once again shown itself able to meet every emergency.

A long view of NALGO

The development of NALGO as a trade union, from its early days, was the subject of a talk given by Geoffrey Drain, the Association's deputy general secretary, at the Eastern district's week-end school at Norwich on September 29–October 1.

He traced the evolution of the Association from its small beginnings to its position as a comprehensive trade union covering a wide area of the country's public services, and dealing with many categories of employees. He also discussed its attitude towards current situations.

30 students

Later, the school split into four "syndicates," each headed by an expert in trade union affairs, and questions put by members were freely discussed.

Typical of them were: Is the present method of election to the N.E.C. satisfactory, or is it open to abuse? Are ancillaries good for membership? Should members be educated in trade unionism? Should NALGO continue to use negotiating machinery?

The school was attended by 30 members, drawn from a wide range of services. Its principal organiser was Ron Walker, Fens electricity branch, who is district education secretary

'Give public servants a fair share,' urges Tory M.P.

A CONSERVATIVE M.P. told an audience of 300 at Chelmsford last month that the government must face the fact that local authority and other public service employees

min., Cornwall, and John Sutcliffe, Middlesex county council P.R.O., agreed with Mr. Harris.

The panel had been asked if they thought that career prospects in local government were satisfactory, in view of the opportunities now offered to grammar school leavers by industrial and commercial firms.

Rewards too small

Alderman Redhead felt that there was a failure to appreciate the value and importance of the public services. Thus the reward for people entering the services was too small.

Mr. Bessell pointed out that the security of a public service job was no longer an attraction. There was a danger that mediocrity would find its way into the service.

Would local government officers be justified in strike action to support their claims?

"Yes," said Alderman Redhead, "any section of workers should have the right to withdraw labour in certain circumstances."

Both Mr. Reader Harris and Mr. Bessell agreed.

John Sutcliffe was the odd man out.

"As all strikes have to be settled," he said, "they are unnecessary."

P. H. Wigley, former president of NALGO, biggest branch (Birmingham), and its treasurer for ten years, has died.

STOP PRESS

How much for home loans?—news soon

The amount available to NALGO members next year in loans from the Leek and Moorlands Building Society (which incorporates the former NALGO Building Society) will be agreed this month. The special terms of advance are not likely to be altered.

Members and branches looking for a good investment should consider the advantages offered by the building society: The present rate of interest is 3½ per cent (tax paid). Interest is calculated on daily balances (instead of monthly, as with the former NALGO Building Society), and this benefits all shareholders and depositors who invest, or withdraw, during a month.

The society offers the security of full trustee status. It has reserves of £3,000,000. A sum of £10,000,000 is maintained as its liquidity figure, from which any demand for repayment can be met.

Trustees may invest, since the society is "designated" by the Chief Registrar of Friendly Societies.

More to borrow

A further reason for investing in the society is that, by doing so, members and branches make more money available for other members, who want to borrow money to buy their own homes. This is because all investments made by NALGO members are, in turn, made available to their colleagues for house purchase.

The merger of the NALGO Building Society with the Leek and Moorlands provided that at least 20 per cent of the money lent by the united society should be to NALGO members.

It is likely that the society will extend the practice of giving preferential consideration to applications from existing borrowers and investors, and reserve amounts each month.

HOW TO GET BRIGHTER MAGAZINES

What makes a successful branch magazine? Some of the "tricks of the trade" were disclosed at a Southern district one-day school, held at Southampton on September 23.

Under the heading "A Mag's a Must," Leslie Jenkins, N.E.C. stressed the importance of frequent and regular publication.

Several local magazine editors then gave impromptu accounts of their own experiences. They emphasised the value of eye-catching lay-out, a personal approach, and of a campaign talking-point, such as the five-day week. Views and opinion could sometimes be put over by using an invented "personage," while a competition page proved a useful draw.

Pictures by stencil

A team from a well-known firm of manufacturers showed how duplicators could be used most effectively for magazine production. An electronic stencil, for instance, could reproduce illustrations of photogravure quality.

Finally, an "Any Questions?" team answered queries about commissioning articles, editing, and advertising.

The school attracted 31 representatives from 15 branches.

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